

CONTRACT FOR
CONSTRUCTION OF WHEELCHAIR RAMPS & SIDEWALKS
VARIOUS LOCATIONS
TOWN OF ARLINGTON, MASSACHUSETTS
BID # 18-12

2018
TOWN OF ARLINGTON
DEPARTMENT OF PUBLIC WORKS

**TOWN OF ARLINGTON MASSACHUSETTS
INVITATION TO BID # 18 -12
CONSTRUCTION OF WHEELCHAIR RAMPS AND SIDEWALKS**

Sealed bids are invited and will be received by the Town Manager, Town of Arlington, Massachusetts, until **11:00 A.M., Thursday, June 28, 2018** at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts 02476, at which time and place they will be publicly opened and read.

A BID DEPOSIT IN THE FORM OF CASH, CERTIFIED CHECK, OR TREASURER'S CHECK, shall accompany every bid. The amount of such bid deposit shall be FIVE PERCENT (5%) of the value of the bid.

Specifications and proposal forms will be available at the Office of the Purchasing Agent, Town Hall, Arlington, Massachusetts. All bids must be in sealed envelopes plainly marked: **BID ON:
CONSTRUCTION OF WHEELCHAIR RAMPS AND SIDEWALKS VARIOUS LOCATIONS,
BID # 18 - 12, Thursday, June 28, 2018 AT 11:00A.M.**

The conditions of employment as set forth in Sections 26 to 27D and 27F of Chapter 149 of the General Laws, as amended, shall prevail in the execution of the work under this contract.

Attention is called to the fact that minimum wage rates and health and welfare and pension fund contributions are established for this contract and are a part of the specifications.

The conditions of employment as set forth in Federal Wage Determination MA180026 dated MAY 25, 2018, issued by the U.S. Department of Labor, shall prevail in the execution of the work under this contract. Attention is called to the fact that minimum wage rates and health and welfare and pension fund contributions are established for this contract and are part of the specifications.

Work under this contract shall be governed by M.G.L.Ch.30, Sec.39M.

By-law of the town of Arlington, Title 1, Article 16, Minority/Woman Workforce Participation in Construction Projects which exceed \$200,000.00 is part and parcel of the bid.

Proposals are for Construction of Wheelchair Ramps and Sidewalks in the Town of Arlington, MA.

It is the intention of the Owner to award the Contract to the lowest qualified responsive bidder. The bidder must submit a bid on all bid items in the Contract.

All proposals to include prices in both writing and in figures, and must be signed by the bidder with his business address.

An increase or decrease in the quantity of work shall not be regarded as a sufficient ground for and increase in the unit prices.

To receive consideration, bids must be in the hands of the Purchasing Agent or his authorized representative not later than the day and hour above mentioned. For further information relative to this bid, please confer with Domenic R. Lanzillotti, Director, Purchasing Department, Town Hall, Arlington, Massachusetts, 02476.

OSHA Construction Training Required: As of July 1, 2006, under M.G.L. – Chapter 30, Section 39s, any person, submitting a bid for, or signing a contract to work on, the construction, reconstruction, alteration, remodeling or repair of any public work by the Commonwealth of Massachusetts/Town of Arlington, and estimated by the awarding Authority to cost more than \$10,000, shall certify on the Bid or Contract, under penalty of perjury, that all employees to be employed at the work will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration

The Town Manager reserves the right to cancel any invitation for bids, to reject in whole or in part any and all bids, when it is deemed in the best interest of the Town of Arlington to do so.

TOWN OF ARLINGTON

Adam Chapdelaine
Town Manager

Date: June 12, 2018

I INSTRUCTION TO BIDDERS

1. Receipt of Bids

The Town may consider informal any bid not prepared and submitted in accordance with the provisions hereof and may waive any informality in or reject any bids. Any bid may be withdrawn before the time for the opening of bids. Any bid received after the time and date specified shall not be considered. No bidder may withdraw his/her bid for a period of 30 days, excluding Saturdays, Sundays, and legal holidays after actual date of the opening thereof.

2. Preparation of Bid

Each bid shall be submitted on the forms attached to these documents. The bid forms may be removed and submitted separately from the other documents. All blank spaces for bid prices must be filled in with the unit price for the item or the lump sum for which the proposal is made. Bidders must bid on each item. All entries in the entire proposal must be made clearly, and prices written in both words and figures in the spaces provided.

Each bid must be in a sealed envelope addressed to the Office of the Purchasing Agent, 730 Massachusetts Avenue, Arlington, Massachusetts, 02476; and bearing on the outside the name of the bidder, his/her address, the name of the project for which the bid is submitted, and the notation ' **BID ON: BID # 18 - 12 CONSTRUCTION OF WHEELCHAIR RAMPS AND SIDEWALKS VARIOUS LOCATIONS.**

3. Bid Security

Every bid submitted by contractors shall be accompanied by a bid deposit in the form of cash, certified check, treasurer's or cashier's check, or a bid bond issued by a responsible bank or trust company and made payable to the Town of Arlington. The amount of the bid deposit shall be 5% of the amount of the bid. All security except those of the three lowest responsible and eligible bidders will be returned within ten days, Saturdays, Sundays, and legal holidays excluded, after opening of the bid. All bid securities will be returned on the execution of the contract or if no award is made within 30 days, excluding Saturdays, Sundays, and legal holidays, after the actual date of the opening thereof, unless forfeited under the conditions herein stipulated.

In case a party to whom a contract is awarded shall fail or neglect to execute the contract and furnish the satisfactory bond in the time specified, the Town may determine the bidder has abandoned the contract and thereupon the proposal and acceptance shall be null and void, and the bid security accompanying the proposal shall be forfeited to the Town as liquidation damages for such failure or neglect and indemnify the Town for any loss which may be sustained by failure of the bidder to execute the contract and furnish the bonds as aforesaid, provided that, in case of death, disability, or other unforeseen circumstances affecting the bidder, such bid security may be returned to him/her.

After execution of the contract and acceptance of the bonds by the Town, the bid security accompanying the proposal of the successful bidder will be returned.

4. Time of Completion

The bidder must agree to commence work within ten (10) business days from the date of signing the contract and to fully complete the project within the time specified within the Special Provisions section of this document.

5. Performance and Labor Material Bonds

A bond in the sum of 50% of the total amount of the Contract by the successful bidder and an additional bond in equal amount covering the payment for all labor and materials used in the work will be required. A surety company authorized to do business in Massachusetts and satisfactory to the Town of Arlington must provide these bonds. These bonds will be required at the execution of the contract. Attorneys-in-fact who sign contract bonds must file with each bond a certified and effectively dated copy of their power of attorney.

6. Laws and Regulations

The bidder's attention is directed to the fact that all applicable State laws, Town of Arlington Bylaws, municipal ordinances, and the rules and regulations of all authorities having jurisdiction over construction of the project shall apply to the contract throughout, and they shall be deemed to be included in the contract the same as though herein written out in full.

7. Withdrawal of Bids

Upon proper written request and identification, Bids may be withdrawn only as follows:

- a. At any time before the designated time for the opening of Bids.
- b. Death or serious injury of a principal.
- c. With the written approval of the Town of Arlington Office of the Purchasing Director.
- d. At any time after the expiration of the period during which withdrawal is prohibited provided the bid has not been accepted by the Town.

8. Execution of Contract

The party to whom the contract is awarded shall be required to execute the contract and furnish the bonds duly executed with a satisfactory surety company within five days, excluding Saturdays, Sundays, and legal holidays, of the date of the mailing of the notice to the bidder according to the address given by him/her, that the contract is ready for execution.

9. Obligation of Bidder

At the time of the opening of bids, each bidder shall be presumed to have read and to be thoroughly familiar with the contract documents. The failure or omission of any bidder to receive

or examine any form, instrument, or documents shall in no way relieve any bidder from the obligation in respect to his bid.

10. Omissions, Discrepancies, Interpretations, and Addenda.

Should a bidder find discrepancies in, or omissions from, the drawings or contract documents, or should he/she have questions as to the interpretation of the plans or contract documents he/she shall submit such in writing to the Director of Purchasing at least five (5) days before the date herein set for the opening of bids. An interpretation will be mailed by certified mail to prospective bidders at the addresses given by them on or about two (2) days before the opening of bids. Signed copies of all addenda shall be included with the bid; omission of the signed addendum shall be cause for rejection of the bid.

11. Record of Address

Prospective bidders shall at the time plans and specifications are secured place on file with the Director of Purchasing their address, and are required to make any changes necessary to insure that the record is accurate, complete, and up to date.

12. Massachusetts Sales and Use Tax

Materials purchased for permanent installation in the work will be exempt from the Massachusetts Sales and Use tax. Each bidder shall consider this exemption in calculating his/her bid for the work.

13. State Tax Affidavit

Prospective bidders are required to certify that all state tax returns have been filed and all state taxes have been paid in order to be eligible to enter into a contract with the Town on this project. The included form is to be used for this purpose and is to be completed and returned as part of the bid and proposal.

14. Minimum Wage Rates

Prevailing rates for wages for work performed under this Contract will be as predetermined by the Commissioner of Labor and Industries of the Commonwealth of Massachusetts in accordance with the provisions of Sections 26 to 27D, inclusive, of c.149 of M.G.L. A schedule of the prevailing wages is included in the Minimum Wage Rates Section.

15. Sub-bids

No sub bids shall be sought in connection with this Contract.

16. All bidders shall submit the following supplemental information with a fee proposal:

- a. Name, address and phone number of a minimum of three (3) references that can vouch for the performance of the bidder
- b. Proof of Liability and Worker's Compensation Insurance Coverage
- c. Completed tax attestation form

d. Bid deposit

II LOCATION OF WORK

1. Work under this contract includes all labor and materials to perform construction of cement concrete sidewalks, wheelchair ramps, and the installation of granite curb on various streets, and replacement of bituminous concrete or cement concrete sidewalks and all other necessary items to complete the project in the Town of Arlington. Proposed scope of work will be on various streets and intersections and as directed by the Arlington Engineering Division.

III PROPOSAL

To the Town of Arlington, Massachusetts, herein called the TOWN, acting through its Town Manager; the undersigned, as bidder, declares as follows:

- a. The only persons or parties interested in this proposal as Principals are named in this proposal;
- b. This proposal is made without collusion with any other Person, firm or corporation;
- c. He has carefully examined the requirements of the proposed work;
- d. This proposal is based solely on his own investigation and research and not in reliance upon any survey, report or representations of any employee, officer or agent of the TOWN; and the undersigned proposes and agrees that if this proposal is accepted, he will contract with the TOWN, this Contract Bid Form being part of and included in said CONTRACT, to provide all necessary supervision, labor, equipment, machinery, tools, apparatus, and other means of service necessary to complete the requirements in the CONTRACT; and that he will take in full payment thereof the following sums to wit:

Bidders must bid on each item. All entries in the Contract Bid Form must be made clearly and in ink, and prices must be written in both words and figures in the space provided. Bidders should insert computed totals in the spaces provided therein:

DEFINITIONS OF ITEMS

ITEM #

1. **UNCLASSIFIED EXCAVATION:** This work shall consist of the removal of all concrete asphalt, gravel, loam, grass and extraneous material within the ramp and sidewalk area.. Payment shall be made by the Cubic Yard.
2. **UNCLASSIFIED EXCAVATION OR ROADWAY:** This work shall consist of the removal of asphalt and gravel in the roadway. Payment shall be made by Cubic Yard.
3. **GRAVEL BORROW - RAMP, SIDEWALK, & ROADWAY:** Shall consist of inert material that is hard, durable stone and coarse sand, free from loam and clay, surface coatings, and deleterious materials. Payment shall be made by the Cubic Yard.
4. **FINE GRADE AND COMPACT:** Provide a structural sub base for sidewalks.,ramps, and roadways. The sub grade shall be graded to allow for a 4" concrete sidewalk, 6" concrete ramp, 3" asphalt sidewalk, 4" asphalt roadway and shall include the prior removal of roots by hand or pruning, if deemed necessary by the Engineer. Payment shall be made by Square Yard.
5. **STRUCTURE REBUILT:** This work shall consist of the rebuilding of the structure with brick and mortar that is damaged from the work to install the transition curb. Payment shall be made by the Vertical Foot.
6. **STRUCTURE ADJUSTED:** This work shall consist of removing, replacing and adjusting the masonry and casting of the present structure to grade. This shall be discussed between the Contractor and Engineer before any action is taken. Payment shall be made by EA.
7. **GATE BOX ADJUSTED:** This work shall consist of the adjusting of the water main gate box to grade. Payment shall be made by: EA.
8. **SERVICE BOX ADJUSTED:** This work shall consist of the adjusting of the water service box to grade. Payment shall be made by: EA.
9. **SAWCUTTING ASPHALT PAVEMENT:** This work shall consist of the saw cutting of asphalt for the purpose of transitioning the curb, asphalt repairs, eliminating water build –up in gutter line and any cuts made to asphalt sidewalk. Suitable dust control measures shall be utilized. Payment shall be made by the Linear Foot.
10. **SAWCUTTING 4" CONCRETE:** This work shall consist of the saw cutting of concrete sidewalk for the purpose of creating a clean straight joint. Suitable dust control measures shall be utilized. Payment shall be made by the Linear Foot.
11. **BITUMINOUS CONCRETE BY HAND - GUTTER LINE:** This work shall consist of the patching of the gutter line at the face of the curb with 2" of 3/8" Peddlers mix and 4" of 3/8" Peddlers mix to be placed on top of concrete used to lock in granite curbing. Payment shall be made by the Ton.

12. **BITUMINOUS CONCRETE BY HAND - SIDEWALK:** This work shall consist of patching sidewalk with 3" of 3/8" Peddlers mix for asphalt sidewalks with 2" base course & 1" top coat. Joints shall be tack coated, then sealed and sanded. Payment shall be made by the Ton.
13. **BITUMINOUS CONCRETE BY HAND - ROADWAY:** This work shall consist of patching roadway with 4" of State Mix in 2 lifts, 2-1/2" binder course (3/4" mix) and 1-1/2" top course (3/8" mix). Joints shall be tack coated, then sealed and sanded. Payment shall be made by the Ton.
14. **FURNISH AND INSTALL STRAIGHT GRANITE CURB, TYPE VA-4:** This work shall consist of the furnishing and installing of new VA-4 straight curbing. Payment shall be made by the Linear Foot.
15. **FURNISH AND INSTALL CURVED GRANITE CURB, TYPE VA-4:** This work shall consist of the furnishing and installing of new VA-4 curved curbing. Payment shall be made by the Linear Foot.
16. **FURNISH AND INSTALL STRAIGHT 4" GRANITE CURB:** This work shall consist of furnishing and installing 4" granite curb as an edger where needed. Payment by the Linear Foot.
17. **FURNISH AND INSTALL RETURN STONES:** This work shall consist of furnishing and installing granite return stones. Payment will be by EA.
18. **CURB, REMOVE AND STACK:** The work shall be for any curbing that is removed and not reset or re-utilized. The Contractor shall stack the curb for re-use at other locations when directed by the the Engineer. Re-used curbing shall be installed at the Remove and Set price.
19. **CURB, REMOVE AND RESET:** This work shall consist of the removal and resetting of curb .Any curb not reset shall be classified as Remove and Stack.Care shall be utilized to minimize damage when removing granite curb set in concrete. Concrete shall be placed in the front of the granite curb to lock in place and allow for minimum of 2" of bituminous concrete to be placed to grade along the gutter. Gutter grade shall promote positive drainage. Payment shall be made by the Linear Foot.
20. **SAW CUT STONE BOUNDS:** This work shall be for the saw cutting of stone bounds to grade as requested by the Engineer. Payment shall be made by EA.
21. **CONCRETE SIDEWALK 4":** This work shall consist of the necessary work associated with the proper base preparation, grading, concrete, formwork, pouring of concrete 4" in depth outside the transition area, concrete finishing, stripping and removal of forms. Payment shall be made by the Square Yard.
22. **CONCETE DRIVEWAY 6" WHEEL CHAIR RAMP 6" WITH DETECTABLE PANEL:** This work shall consist of the necessary work associated with the proper base preparation, concrete formwork, grading, pouring of concrete 6" in depth within the ramp and transition area, finishing, stripping and removal of forms. This shall also include the detectable yellow panel. Payment shall be made by the Square Yard.

23. **COBBLE STONE FURNISHED BY CONTRACTOR:** At the Engineer's request, assorted sizes of Jumbo Cobble Stone (4"-6 W X 6"-8" D X10"-12" L) shall be furnished by the contractor and be installed along the back edge of the wheelchair ramp transition to the adjacent grades where necessary or as directed by the Engineer. This shall also include the mortaring and proper jointing of the cobble stone joints. Payment shall be made by the Linear Foot.
24. **FURNISH AND INSTALL FIELD STONE:** This work shall consist of furnishing and installing field stone laid in cement mortar for repair to walls. Payment will be made by Cubic Yard.
25. **FURNISH AND INSTALL 6"X6" PRESSURE TREATED LANDSCAPE TIMBERS:** This work shall consist of furnishing and installing pressure treated landscape timbers. Payment will be made by L.F.
26. **MORTAR BENEATH THUMB WALLS:** This work shall consist of placing and finishing mortar or to make adjustments otherwise necessary to fill voids beneath walls. Mortar shall be a minimum of 4" thick. Payment shall be made by the Linear Foot.
27. **PLANTABLE SOIL LOAM BORROW :** This work shall consist of furnishing and placing soil loam borrow at the sidewalk edges along lawn and landscaped areas of the property and grass strips. A minimum of 4 ins. of soil loam borrow required. Payment shall be made by the Cubic Yard.
28. **SEEDING & ROLLING:** This soil loam borrow shall be seeded and rolled for germination. Payment shall be made by the S.Y.
29. **REMOVE AND STACK STREET SIGNS :** This work shall consist of removing and stacking of street signs. The Arlington D.P.W. will replace the signs. Payment will be made by EA.
30. **REMOVE AND REPLACE USPO MAIL BOX:** This work shall consist of removing leg bolts and setting aside, then replacing and bolting to concrete walk. Payment will be made by EA.
31. **TOPSOIL EXCAVATION:** This work shall consist of the extra excavation of topsoil for the purpose of grading and adjustment of grades at and adjacent to the edge of work on private property when installing of the new Wheel Chair Ramp. Payment shall be made by Cubic Yard.

IV SCOPE OF WORK

1. Wheelchair Ramps and Sidewalks

The work under this section of the contract consists of furnishing all necessary labor, materials, equipment and services to construct new cement concrete sidewalks, replace existing concrete sidewalks, replace existing bituminous concrete sidewalks, and construct new cement concrete wheelchair ramps in the Town of Arlington. **The concrete mix shall be air entrained with amounts between 5% and 8% of concrete volume.**

2. Curbing

The work under this section of the contract consists of furnishing all necessary labor, materials, equipment and services for the setting and jointing of new granite curbing of various types as outlined, including the installation of gutter inlets as specified; also removal and stacking of existing curb, removal and resetting of existing curb, realignment of existing curb and necessary back filling and compaction.

The work shall include cutting of existing asphalt pavement where specified;

The contractor is to furnish necessary labor, machines, trucking, suitable gravel, loam and seed to restore grassed areas adjacent to curb and sidewalk.

3. General

All work done under this contract shall be in conformance with the Commonwealth of Massachusetts Department of Public Works STANDARD SPECIFICATIONS FOR HIGHWAYS AND BRIDGES DATED 1988, THE SUPPLEMENTAL SPECIFICATIONS DATED JUNE 26, 1989, THE SUPPLEMENTAL SPECIFICATIONS DATED AUGUST 7, 1991, THE 1977 CONSTRUCTION STANDARDS, THE 1988 MANUAL ON UNIFORM TRAFFIC CONTROL DEVICES, the 1981 STANDARD DRAWINGS FOR SIGNS AND SUPPORTS, and these SPECIAL PROVISIONS.

V SPECIAL PROVISIONS

1. Definition of Terms

All reference to Department herein and in the Commonwealth of Massachusetts, Standard Specifications for Highways and Bridges, 1988, shall refer to the Owner" as the Department of Public Works of the Town of Arlington."

2. Work Schedule

Work on this project is restricted to a standard 8-hour day, 5-day week, with the Prime Contractor and all Subcontractors working on the same shift. No work shall be performed on this Contract on Saturdays, Sundays, or Holidays without permission from the owner.

3. Time of Completion

The work specified under this contract shall begin within 2 weeks of signed contract and end November 16, 2018.

4. Performance, Labor and Material Bonds

A bond in the sum 50% of the total amount of the Contract by the successful bidder and an additional bond in equal amount covering the payment for all labor and materials used in the work shall be required. A surety company authorized to do business in Massachusetts and satisfactory to the Town of Arlington must provide these bonds. These bonds shall be required at the execution of the Contract. Attorneys-in-fact who sign contract bonds must file with each bond a certified and effectively dated copy of their power of attorney.

5. Bid Submission

Each bid must be submitted in a sealed envelope bearing on the outside the name of the bidder, his/her address, and the name of the project for which the bid is submitted, and the name and number of the Contract for which the bid is submitted. If forwarded by mail, the sealed envelope containing the bid must be enclosed in another envelope addressed as follows:

Bid Documents
Purchasing Director
BID # 18 -12, CONSTRUCTION OF WHEELCHAIR RAMPS AND SIDEWALKS
Town of Arlington
Town Hall, 730 Massachusetts Avenue
Arlington, Massachusetts 02476

The Owner will receive sealed bids until the time, and at the location designated in the Notice to Contractors. Bids received after this time will not be accepted. All interested parties are invited to attend; bids shall be opened publicly and read aloud.

6. Interpretation of Basic Estimate of Quantities

Attention is directed to the fact that the quantities of work to be done are based on observations and available data. The estimated quantities are approximate and should be used only as a guide. No quantities are guaranteed under this contract.

7. Prosecution of Work and Provisions for Travel

The Contractor shall give notice in writing to the Engineer at least seven days in advance of beginning any work affecting the maintenance of traffic where work affects the street in use by the public.

Before starting any work under this Contract, the Contractor shall submit his schedule of operations as provided herein.

The Contractor must prosecute the work efficiently and with the least possible delay.

The Contractor shall provide safe and convenient means of access to all buildings of property along the line of work at all times, coordinate the scheduling of safety and traffic details with the Arlington Police Department, and provide notification to the Arlington Department of Public Works and direct abutters at least one (1) business day prior to commencement of work adjacent to said abutter property.

8. Provisions for Access at All Locations

The Contractor shall cooperate with the various utility companies and provide access through a worksite if required for their work in connection with this project.

All permanent and temporary surfaces open for traffic during construction shall be maintained by the Contractor, as directed, in accordance with the provisions of herein.

THE TOWN WILL NOT ACCEPT ANY MATERIALS DELIVERED TO ANY PROJECT IN MOTOR VEHICLES OR SEMI-TRAILER UNITS THAT EXCEED THE LEGAL MAXIMUM GROSS WEIGHT ALLOWED FOR THE PARTICULAR CLASS, AS SPECIFIED IN SECTION 19 A OF CHAPTER 90 OF THE GENERAL LAWS OF MASSACHUSETTS.

9. Insurance Requirements

The limits of the several kinds of liability insurance required for this Contract, in addition to insurance for Workmen's Compensation are as listed as follows:

- a. Bodily Injury Liability insurance, in an amount not less than Five Hundred Thousand Dollars (\$500,000) for injuries, including wrongful death to any one person, and subject to the same limit for each person to an amount of not less than One Million Dollars (\$1,000,000) as account of one accident.
- b. Broad Form Property Damage Liability Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for damages on account of any one accident, and in an amount not less than One Million Dollars (\$1,000,000) for damages on account of all accidents.
- c. Automobile Bodily Injury Liability Insurance, in an amount not less than Five Hundred Thousand Dollars (\$500,000) for injuries, including wrongful death to any one person and subject to the same limit for each person in an amount not less than One Million Dollars (\$1,000,000) on account of one accident.
- d. Automobile Property Damage Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for damages on account of any one accident and in an amount not less than One Million Dollars (\$1,000,000) for damages on account of all accidents.
- e. Contractors Public Liability Insurance in an amount not less than Five Hundred Thousand Dollars (\$500,000) for each occurrence and in an amount not less than One Million Dollars (\$1,000,000) annual aggregate.

10. Maintenance of Traffic

During construction, the Contractor shall maintain two way traffic at all times. The Contractor shall make every effort to maintain access to all drives at all times. If access to any drives cannot be maintained, the Contractor shall notify the Engineer and persons affected, in writing, at least one (1) week in advance of the planned discontinuance. In any case, the access shall not be discontinued for more than two (2) consecutive days without obtaining the written authorization of the Engineer.

A minimum of 24-hours prior to commencing work, the permit applicant shall contact the Town of Arlington Police Department to determine if a Police Safety Detail will be required for the proposed work.

The use of a Police Safety Detail does not eliminate the need for proper warning signs and traffic control devices during the course of construction.

It shall be the sole responsibility of the contractor to provide & employ appropriate construction signage and barriers/cones/etc as needed. All signs and devices shall be in accordance with the Manual on Uniform Traffic Control Devices for Streets and Highways and all applicable MassDOT Standards/Requirements.

Additional signage and devices shall be provided and installed as deemed necessary by the Department of Public Works and/or Police Department for the safe and efficient performance of the work and the safety of the traveling public.

During the entire course of work, the applicant and/or owner shall be responsible to properly delineate & protect the job site in accordance with current MUTCD Standards to the full satisfaction of the Arlington Police Department. Failure or inability to provide appropriate devices & signage may result in work being suspended at the discretion of the Town of Arlington.

Reflective barrels, construction signage and other devices deemed necessary by the Engineer shall be utilized to direct vehicular and pedestrian traffic safely through the construction zone. All work left unattended shall be plated or ramped and suitable work safety devices and methods shall be utilized as necessary. All sidewalks and ramps shall be barricaded with reflective barrels and warning flagging where surfaces are impaired. If determined, signs may be needed on sidewalks to direct pedestrians around construction zone. Temporary stop and one-way signs may be needed until permanent signs are installed.

All signs, barricades, and barrels shall be in accordance with materials Specification M9.30.2 of the Department's "Standard Specifications for Highways and Bridges, 1988 Edition.

11. Protection of Utilities and Property

The Contractor shall be responsible for maintenance and protection of all utilities and shall repair at his/her own expense any damage to such structures caused by his/her act or neglect, and shall leave them in as good condition as they were previous to the commencement of the work. In cases of damage to utilities caused by him resulting in an emergency, the Contractor shall promptly warn the Owner and shall, if requested, furnish laborers to work temporarily under the Owner's direction in getting access to the utility. Pipes or other structures damaged by the operation of the Contractor may be repaired by the Town, Department or Company, which suffers the loss. The cost of such repairs shall be at the expense of the Contractor.

12. Notice to Owners of Utilities

When necessary, written notice shall be given by the Contractor to all public service corporations or officials owning or having charge of publicly or privately owned utilities of his/her intention to commence operations affecting such utilities at least one week in advance of the commencement of such operations, and the Contractor shall at that time file a copy of such notice with the Engineer.

Before the Contractor begins any work or operations, which might damage any subsurface structures, he shall carefully locate all such structures and conduct his/her operations so as to avoid any damage to them. The following are the names and addresses of the utilities presumed to be affected, but the completeness of the list is not guaranteed:

Town of Arlington
Town Engineer, Wayne A. Chouinard P.E. (781- 316- 3320)
51 Grove Street
Arlington, MA. 02476

Town of Arlington
Water/Sewer/Highway, Operations, Michael Radamacher (781- 316 -3300)
51 Grove Street
Arlington, Ma. 02476

National Grid (Gas) (781-466-5280)
Joe Zagarella
52 Second Ave
Waltham, MA 02451

Verizon (781-939-3562)
Bob Parks
285 Locust St #1
Woburn, MA 01801

Eversource (781-441-8137)
Elaine Zimmerman
One Nstar Way SW-340
Westwood, MA 02090

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Joe Zagarella
52 Second Ave
Waltham, MA 02451

Verizon (781-939-3562)
Bob Parks
285 Locust St #1
Woburn, MA 01801

Eversource (781-441-8137)
Elaine Zimmerman
One Nstar Way SW-340
Westwood, MA 02090

VI CONSTRUCTION METHODS AND MATERIAL SPECIFICATIONS

1. Cement Concrete and Bituminous Concrete Sidewalks

A. General

This work shall consist of the construction of cement concrete or bituminous concrete sidewalks in accordance with these specifications and in close conformity with the lines and grades shown on the plans or established by the Engineer and observed in the field.

B. Materials shall meet the requirements specified in the following sub-sections of Division III:

Gravel Borrow	M1.03.0 (type b)
Cement Concrete (Air-Entrained Class D)	M4.02.00
Bituminous Concrete (Class 1)	M3.11.00
Preformed Expansion Joint Filler	M9.14.0
(*Dense Mix-Table A)	M3.11.03

*Maximum size of coarse aggregate shall be 3/8" and maximum allowable percentage of wear as determined by the L.A. Abrasion Test (AASHTO -- T-96) shall be 35 percent.

C. Construction Methods

C.1. Sub grade: The sub grade for the sidewalks shall be shaped parallel to the proposed surface of the walks and thoroughly compacted. All deleterious material shall be removed. All depressions occurring shall be filled with suitable material and again compacted until the surface is smooth and hard.

C.2. Foundation: After the sub grade has been prepared and if necessary a foundation of gravel shall be placed upon it. The foundation shall be thoroughly compacted and parallel to the proposed surface of the walk.

C.3. Forms: Side forms and transverse forms for sidewalks shall be smooth, free from warp, of sufficient strength to resist springing out of shape, of a depth to conform to the thickness of the proposed walk, and of a type satisfactory to the Engineer.

All mortar or dirt shall be completely removed from forms that have been previously used. The forms shall be well staked and thoroughly braced and set to the established lines with their upper edge conforming to the grade of the finished walk which shall have sufficient pitch to the roadside edge of the walk to provide for surface drainage but not to exceed 1/4 of an inch per foot.

C.4. Placing and Finishing Concrete: the **air entrained concrete sidewalks** shall be placed in alternate slabs 30 feet in length except as otherwise ordered. Transverse preformed expansion joint filler 1/2 inch shall separate the slabs for sidewalks.

Preformed expansion joint filler shall be placed adjacent to or against/around existing structures as directed.

On the foundation as specified above the concrete shall be placed in such quantity that after being thoroughly consolidated in place, it shall be 4 inches in depth. At wheelchair ramps, the

sidewalks shall be 6 inches in depth. No finishing operation shall be performed while free water is present. Finishing operations shall be delayed until all bled water and water sheen has left the surface and the concrete has started to stiffen. After water sheen has disappeared, edging operations, where required, shall be completed. After edging and jointing operations, the surface shall be floated with an aluminum or magnesium float. Immediately following floating, the surface shall be steel-troweled. If necessary, tooled joints and edges shall be rerun before and after troweling to maintain uniformity. After troweling, the surface shall be brushed by drawing a soft-bristled push broom with a long handle over the surface of the concrete to produce a non-slip surface.

In conveying the concrete from the place of mixing to the place of deposit, the operation shall be conducted in such a manner that no mortar will be lost, and the concrete shall be so handled that the concrete will be of uniform composition throughout, showing neither excess nor lack of mortar in any one place.

The surface of all concrete sidewalks shall be uniformly scored into block units of areas not more than 36 square feet. The depth of the scoring shall be at least one quarter of the thickness of the sidewalk.

The application of neat cement to surfaces in order to hasten hardening is prohibited.

Granite Stone Bounds if present, shall be cut to finish height prior to placement of concrete.

Experienced and competent cement finishers approved by the Engineer shall do the finishing of concrete surface.

When completed the walks shall be kept moist and protected from traffic and weather for at least 3 days in accordance with the applicable provisions of Subsection 476.74.

2. Bituminous Concrete Sidewalks

A. Placing Bituminous Concrete: The bituminous concrete walk surface shall be laid in 2 courses to a depth after rolling of 3 inches. The bottom course shall be 1-1/2" in thickness, and its surface after rolling shall be 1-1/2" in thickness and parallel to the proposed grade of the finished surface. The top course shall be 1-1/2" in thickness after rolling.

Unless otherwise directed, the walk shall have a pitch 3/16 of an inch per foot of width to provide for proper drainage.

The courses shall be constructed in accordance with the applicable requirements of Section 460 and the following provisions:

A.1. Spreading Mixture: The mixture shall be dumped, as needed, in wheelbarrows or on approved steel dump sheets outside the areas on which it is to be placed. It shall then be immediately distributed into place by means of shovels and raked into a uniformly loose area to the full width required and of such depth that, when the work is completed, it shall conform to the grade and surface contour required.

A.2. Rolling: The surface shall be rolled with a self-propelled tandem roller weighing not less than 1-1/2 tons and not more than 5 tons. In places inaccessible to a power roller, compaction

shall be obtained by means of mechanical rammers or by hand tampers weighing not less than 50 pounds and having a tamping face not exceeding 100 square inches.

A.3. Testing Surface: When tested with a 10-foot straight edge placed parallel to the centerline of the courses, there shall be no deviation from a true surface in excess of 1/4 of an inch.

A.4. Disposal of Surplus Excavated Materials

All surplus materials resulting from excavation and not needed for use on the project, As determined by the engineer, shall be disposed of by the Contractor outside and away from the limits of the project. Payment for this work shall be included in the unit price.

3. Saw Cutting

B.1. This item is only to be used in areas as directed by the Engineer. Pneumatic cutter will cut all areas back and the cost should be included under the item of Unclassified Excavation.

The intent of this specification is to establish a neat joint in the bituminous concrete or existing concrete sidewalk. At various locations indicated on the plans or as directed by the Engineer, a saw cut shall be made with approved power driven saw with an abrasive blade and utilize suitable dust control measures. The saw cut shall be a minimum of 3/8' wide and extend to the existing pavement or concrete bottom or as described herein.

B.2. Method of Measurement, Saw cutting

Saw cutting will be measured for payment by the actual number of linear feet sawed measured in place and accepted.

B.3. Basis of Payment, Saw cutting

Payment shall be according to the unit bid price for linear feet of Saw cutting.

B.4. Method of Measurement, concrete sidewalks

Concrete sidewalks will be measured in square yards. Bituminous concrete sidewalk will be measured by the ton.

B.5. Basis of Payment, concrete sidewalks

This work shall be paid for at the contract unit price per square yard for concrete sidewalk, contract unit price per ton for bituminous concrete sidewalk and shall include all additives and hot water treatment surcharges, excavation, root removal and pruning, gravel fill, compaction of sub grade, fine grading and compacting of the gravel foundation, pointing of construction joints, furnishing, placing and finishing of concrete, furnishing, placing and compacting of the bituminous concrete mixture, and full compensation for all labor, materials and equipment necessary to complete the work in a satisfactory manner.

B.6. Special Provisions, disposal of excavated materials

All excavated material with the exception of granite curbing, shall become the property of the Contractor and shall be disposed of in a contractor furnished disposal area located outside the confines of the Town of Arlington.

4. Wheelchair Ramps.

NOTICE : All Wheelchair Ramps to Include Approved ADA Complaint Detectable Warning Panels. Such Panels Shall Be Included in Bid Price for Concrete Wheelchair Ramps. Detectable Wheelchair Ramps Shall Be Yellow and Adhere To All Applicable Mass Department of Transportation Specifications.

A. All work shall conform to the Town of Arlington Specifications, but in no way shall exceed current Architectural Access Board 521 CMR specifications, unless pre-approved by the Engineer.

B. The Town of Arlington requires ramps to have a 7.5% slope, with a maximum of 8.3%. The Town requires maximum 1.5% cross slopes, with a maximum of 2%.

C. Width of curb cuts shall be sixty - (60) inches, and no less than forty - (48) inches with prior approval, not including sloped sides (AAB 21.6). Landing Width, where perpendicular curb cut is provided, shall be 48 inches in length. The Town requires the slope of said landing to not exceed 1.5% in any direction, with a maximum of 2%.

D. Sides of curb cuts shall extend no less than twenty-four (24) inches at the curb. There shall be no vertical curbing at the side of the curb cut.

E. Curb height at intersections shall not exceed seven (7) inches.

F. Texture of curb cut surface, including sloping sides, shall be roughened in the direction of the slope

G. Curb Installation: the Contractor in removing curb to prevent cracks and chipping shall use extreme care. In all locations, unless directed by the Engineer, the contractor will remove existing curb, determine proper grade, cut and reset curb providing necessary curb cut. If the new grade produces a gap in the reset curb greater than 1 inches, it shall be saw cut to provide for a gap less than 1 inches, and the resulting gap mortared. Mortar joints greater than 1 inches in width will not be accepted. In no way shall curb be shorter than 4 feet in length, and no new curb shall be ordered and installed unless pre-approved by the Engineer.

H. All curb shall be set in accordance with lines and grades, where necessary provided by the Contractor.

I. All work to be performed to the complete satisfaction of the Director of Public Works or his authorized representative.

J. Straight and Curved VA4 Granite Curb to be 6" on top face, peen hammered or sawed to a true plane but not less than 17" or more than 19" depth, and not less than 6 ft. in length and shall be hard, durable granite, of a uniformly light, grayish color.

K. The front face shall be straight split, free from drill holes with no projections greater than 1" from a depth of 8".

L. The ends shall be squared with the top. The depth of the face finished and so cut that they can be set without mortar in joints of not more than 3/8".

M. The bottom of the curb shall not be less than 4" (for 2/3 length) in width. The stone shall be sewn top and front and back edges shall be pitched true to line.

N. Surplus material from roadway and trench excavation shall become the property of the contractor and shall be disposed of by him on a daily basis.

5. Police Details.

The Contractor only on approval of the Engineer shall request Police Details. The Contractor shall call in for a detail by 4:00 P.M. the previous business day. The Contractor will be responsible for cancellation of any Police Details and shall make such cancellation call at least 1 hour prior to scheduled start time. Police Details shall have the authority to control any full or partial road or sidewalk closure or detour as it pertains to Public Safety. The Contractor shall fully comply with any reasonable request of the Police Detail for cones, barrels, signs, etc.

6. Protection and Restoration of Property

As the Curb Cuts and Wheelchair Ramps will abut Private Property, the Contractor shall be required to restore such property to the satisfaction of the Engineer. If such Private Property restoration involves fences, walls, mortaring of thumbs walls, installation of cobble stone, etc., the Contractor will discuss restoration with the Engineer prior to any disturbance of Property. Failure to do so will result in the Contractor being responsible for restoration at his own expense.

7. Time for Completion and Liquidated Damages

All work proposed under this contract, shall be completed by the specified date in this Contract. In case the Contractor fails to satisfactorily complete the entire work provided under this contract within one year, the Contractor agrees to pay the Town liquidated damages for failure to complete the project in conformance with the time allowances set forth above at the rate of (\$100.00) per calendar day (Sundays and legal holidays excluded). No work shall be done between November 15th. and April 15th without the express consent of the Director of Public Works.

8. Guarantee

The Contractor guarantees that the work to be done under this contract, and the workmanship performed and the materials and equipment used in the construction of the same, shall be free from defects or flaws, that each item of equipment shall be in accordance with the specifications, that the strength of all parts of all manufactured equipment shall be adequate and that the performance test requirements of the specifications shall be fulfilled. This guarantee shall be for a period of one year from and after the date of completion of the work as stated in final estimate. The Contractor shall repair or replace as required, promptly and without charge, all work, equipment, and material, or parts thereof, which during one year which fail to meet the above guarantee during one year herein quoted.

It is hereby, however, agreed and understood that this guarantee shall not include any repairs or replacements made necessary by any cause or causes other than improper, inadequate, or defective work, workmanship, materials, or design by the Contractor or those employed directly or indirectly by him.

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals.

(Signature of individual submitting bid or proposal)

(Name of individual submitting bid or proposal)

Name of Business

Date

Pursuant to M.G.L. Chapter 62C, Section 49A, I certify under the penalties of perjury that I have complied with all laws of the commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Social Security Number or
Federal Identification Number

Signature of Individual or Responsible
Corporate Officer and Title

**NON-COLLUSION FORMS
MUST BE SIGNED AND**

SUBMITTED WITH BID



DEPARTMENT OF PUBLIC WORKS - ENGINEERING
TOWN OF ARLINGTON
51 Grove Street
Arlington, Massachusetts 02476
OFFICE (781) 316-3320
FAX (781) 316-3281

PROJECT TITLE: Bid # 18 - 12 CONSTRUCTION OF WHEELCHAIR RAMPS AND SIDEWALKS

ITEM #	QUANTITY	UNIT	DESCRIPTION	UNIT PRICE	AMOUNT
1	450	C.Y.	UNCLASSIFIED EXCAVATION OF SIDEWALK AND RAMP		
2	18	C.Y.	UNCLASSIFIED EXCAVATION OF ROADWAY		
3	205	C.Y.	GRAVEL BORROW - RAMP,SIDEWALK, & ROADWAY		
4	2250	S.Y.	FINE GRADE AND COMPACT		
5	22	V.F.	STRUCTURE REBUILT		
6	4	EA.	STRUCTURE ADJUSTED		
7	4	EA.	GATE BOX ADJUSTED		
8	8	EA.	SERVICE BOX ADJUSTED		
9	2400	L.F.	SAWCUTTING ASPHALT PAVEMENT		
10	400	L.F.	SAWCUTTING 4" CONCRETE		
11	50	TON	BITUMINOUS CONCRETE BY HAND - GUTTER LINE		
12	300	TON	BITUMINOUS CONCRETE BY HAND - SIDEWALK		
13	18	TON	BITUMINOUS CONCRETE BY HAND - ROADWAY		
14	375	L.F.	FURNISH AND INSTALL STRAIGHT GRANITE CURB, TYPE VA-4		
15	112	L.F.	FURNISH AND INSTALL CURVED GRANITE CURB, TYPE VA-4		
16	38	L.F.	FURNISH & INSTALL STRAIGHT 4" GRANITE CURB		
17	8	EA.	FURNISH & INSTALL RETURN STONE		
18	38	L.F.	CURB, REMOVE & STACK		
PAGE TOTAL:					

ITEM #	QUANTITY	UNIT	DESCRIPTION	UNIT PRICE	AMOUNT
19	640	L.F.	CURB, REMOVE & RESET		
20	3	EA.	SAW CUT STONE BOUNDS		
21	900	S.Y.	CONCRETE: SIDEWALK 4"		
22	340	S.Y.	CONCRETE: DRIVEWAY 6" & WHEELCHAIR RAMP 6" WITH DETECTABLE PANEL		
23	225	L.F.	COBBLE STONE FURNISHED BY CONTRACTOR		
24	8	C.F.	FURNISH & INSTALL FIELD STONE		
25	38	L.F.	FURNISH & INSTALL 6"x6" PRESSURE TREATED LANDSCAPE TIMBERS		
26	115	L.F.	MORTAR REPAIR BENEATH THUMB WALLS		
27	75	C.Y.	PLANTABLE SOIL LOAM BORROW		
28	225	S.Y.	SEEDING & ROLLING		
29	4	EA.	REMOVE & STACK STREET SIGNS		
30	1	EA.	REMOVE & REPLACE USPO MAIL BOX		
31	30	C.Y.	TOPSOIL EXCAVATION		
				PAGE TOTAL	
				TOTAL BID PRICE	

Prices must be in Writing and Figures

TOTAL BID PRICE IN WORDS: _____

FIRM NAME: _____

NAME PRINCIPAL: _____

ADDRESS: _____

AUTHORIZED SIGNATURE: _____

DATE: _____

CONTACT NAME: _____

BY-LAWS OF THE TOWN OF ARLINGTON
TITLE I
ARTICLE 16

CONSTRUCTION PROJECTS

Section 1. Women Work Force Participation

Any Town board or official in charge of a construction or reconstruction project is required to include in the contract documents the following:

- A. Contractor shall maintain as a goal on this project a not less than five percent ratio of women work force to total project hours in both the general contract and each individual filed sub-bid contract, if applicable. The preceding sentence shall be included in all construction contracts whether entered into by the Town pursuant to the provisions of M.G.L. c. 149 or M.G. L. c 30, §39M et. seq. provided however, that if entered into under Chapter 30 same shall not be deemed to apply where the projected bid price as determined by the Director of Public Works is not likely to exceed \$200,000.
- B. A Labor Scheduling Table which will be used as a tool for achieving a range of women work force participation for the entire project in both the general contract and each individual filed sub-bid contract.

Section 2. Equal Opportunity Goal Compliance

Any Town board or official in charge of a construction or reconstruction project is required to include in the contract documents the following:

- A. Before starting work, the contractors (includes the general contractor, for itself and its subcontractors, as well as all filed sub-bid contractors, if applicable) will submit plans for achievement of the equal opportunity goals of the contract. All contractors will be required to make a good faith effort to achieve these goals. The plan will indicate if the contractors expect to achieve the requirements during the first quarter. If there are reasons why the contractors do not expect to achieve the requirements during the first quarter year of the contract construction phase, then the contractors shall provide a plan calculated to address, to the extent reasonably possibly, these obstacles to a good faith effort to achieve such goals.
- B. Not more than ten days following the end of each work quarter, the contractors will report on the achievement of the goals, detailing the good faith efforts that have been made and will continue to be made and any other appropriate efforts not yet undertaken.
- C. All reports will be signed by an officer or principal of the company who has the authority to contractually obligate the company.

Section 3. Recruitment and Training

Any board, officer, committee, or other agency of the Town, which acts on behalf of the Town in making or supervising any contract, in an amount exceeding the sum of \$100,000 for the purchase of goods or services or for the construction, renovation, or repair of buildings or other improvement of real estate, may make arrangements with contractors and other interested agencies for special programs of recruitment and training in connection with the work to be performed on such contract, with the objective of promoting equal employment opportunity for members of minority groups protected by the fair employment laws of the Commonwealth and the United States. Any board, officer, committee or other Town agency may expend Town funds in carrying them out provided that appropriations specifically designed for such purposes have been voted by the Town Meeting.



TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE

730 MASSACHUSETTS AVENUE, ARLINGTON, MA 02476
PHONE (781) 316-3120 FAX: (781) 316-3129

**TRICIA O'DONOGHUE, CHAIR
BARBARA BOLTZ
AUGUSTA HAYDOCK
JACK JONES**

**CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER**

CONTRACTOR CERTIFICATION

During the performance of the Contract, the Contractor and all subcontractors (hereafter collectively referred to as "the Contractor") for a town construction contract or town assisted construction contract, for him/herself, his/her assignees and successors in interest, agree to comply with all applicable equal employment opportunity, non-discrimination and affirmative action requirements, including but not limited to the following:

The Contractor shall comply with the provisions of Town of Arlington Bylaws, Anti-Discrimination policies and Chapter 151B of the Massachusetts General Laws, as amended, and all other applicable anti-discrimination and equal opportunity laws, all of which are herein incorporated by reference and made a part of this contract.

In connection with the performance of work under this contract, the Contractor shall undertake, in good faith, affirmative action measures to eliminate any discriminatory barrier in the terms and conditions of employment on the grounds of race, color, religious creed, national origin, sex, gender identity, sexual orientation, age, genetic information, ancestry, children, marital status, veteran status or membership in the armed service, the receiving of public assistance, and handicap. Such affirmative action measures shall entail a list of positive and aggressive measures which shall include but not be limited to, advertising employment opportunities in minority and other community news media; notifying minority women and other community-based organizations of employment opportunities; maintaining a file of names and addresses of each worker referred to the Contractor and what action was taken concerning such worker; and notifying this Committee in writing when a union with whom the Contractor has a collective bargaining agreement has failed to refer a minority or woman worker.

The Contractor shall submit to the Equal Opportunity Advisory Committee, through the Purchasing Director Domenic Lanzillotti, the following Contractor's Certification with all attachments. The Contractor's Certification will be reviewed by the Committee and will inform the Contractor of any deficiencies to be corrected.

CONTRACTOR CERTIFICATION

_____ certifies that they:
(Contractor Name)

1. Will not discriminate in their employment practices.
2. Intend to use, if General Contractor, the following listed construction trades in the work under the contract:

3. If Trade Subcontractor, will provide the following work under the contract:

4. Will make good faith efforts to comply with the minority employee and women employee workforce participation ratio goals of the Town of Arlington and the Commonwealth of Massachusetts and specific affirmative steps contained herein; and to provide evidence of its good faith efforts. Attached hereto, please find:

- A. Employment Opportunities advertised in:

- B. Notification to Minority/Women/Community based Organizations such as:

C. List of workers referred to Contractor and note on what action was taken:

D. Written notification that Union/Local No. _____ failed to refer a Minority or
Female worker during the week of: _____

Signature of Officer

Date

Printed Name of Officer and Title

General Decision Number: MA180026 05/25/2018 MA26

Superseded General Decision Number: MA20170026

State: Massachusetts

Construction Type: Highway

County: Middlesex County in Massachusetts.

HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	02/09/2018
2	04/06/2018
3	05/25/2018

ELEC0103-007 03/01/2018

	Rates	Fringes
ELECTRICIAN.....	\$ 50.15	31.60

 ENGI0004-026 12/01/2017

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
Group 1.....	\$ 46.63	26.90+A
Group 2.....	\$ 46.17	26.90+A

FOOTNOTE FOR POWER EQUIPMENT OPERATORS:

A. PAID HOLIDAYS: New Year's Day, Washington's Birthday, Labor Day, Memorial Day, Independence Day, Patriot's Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

Group 1: Backhoe/Excavator/Trackhoe; Bobcat/Skid Steer/Skid Loader; Broom/Sweeper; Gradall; Loader; Paver (Asphalt,

TRAFFIC CONTROL:

Laborer-Cones/

Barricades/Barreels -

Setter/Mover/Sweeper.....\$ 44.49	12.41
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TRUCK DRIVER: Concrete Truck....\$ 33.69	15.79
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TRUCK DRIVER: Dump Truck.....\$ 38.92	9.73
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TRUCK DRIVER: Flatbed Truck.....\$ 48.53	0.00
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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of

the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination

- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

To view and print Weekly Payroll & Statement of Compliance Forms, click on www.mass.gov/dols/pw.

PLEASE NOTE: The attached Prevailing Wage Schedule is valid for 90 days. An Awarding Authority should re-request an up to date Prevailing Wage Schedule if it has NOT opened bids or selected a contractor within 90 days of the issuance date of the attached prevailing wage schedule.

*For MULTI-YEAR projects bid on or after 8/8/08, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date of the execution of the general contract. Annual updates are not required for projects that last LESS THAN ONE YEAR.

*For CM AT RISK projects (bid pursuant to GL c.149A), Awarding Authorities must request a Prevailing Wage Schedule NOT sooner than 90-days before the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work.

*For MULTI-YEAR CM AT RISK projects, Awarding Authorities must request an Annual Update to this Prevailing Wage Schedule each year for the duration of the project, no later than two weeks before the anniversary date, which is the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to procure construction scopes of work.

Apprentice wages (expressed as dollar figures) and the required benefits are listed on the Prevailing Wage Schedule. For further details, please see opinion letter PW-2010-03-03.16.10 (dated March 18, 2010) at www.mass.gov/dols/pw.

Request Prevailing Wage Rates online at: www.mass.gov/dols/pw.

THIS IS A SYSTEM-GENERATED EMAIL. PLEASE DO NOT REPLY TO THIS EMAIL. TO CONTACT DLS REGARDING PREVAILING WAGE MATTERS, CALL 617-626-6953.

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APPROVAL/DENIAL COMMENTS



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary
WILLIAM D MCKINNEY
Director

Awarding Authority: Town of Arlington
Contract Number: 18-12 **City/Town:** ARLINGTON
Description of Work: Provide all labor, materials, equipment and supervision necessary for the Construction of Wheelchair Ramps & Sidewalks as required.
Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
	For apprentice rates see "Apprentice- PILE DRIVER"					
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
	12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
	06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
	12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
	06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
	12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
	06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
	12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	06/01/2018	\$36.90	\$11.50	\$7.10	\$0.00	\$55.50
	12/01/2018	\$37.90	\$11.50	\$7.10	\$0.00	\$56.50
	06/01/2019	\$38.90	\$11.50	\$7.10	\$0.00	\$57.50
	12/01/2019	\$39.90	\$11.50	\$7.10	\$0.00	\$58.50
	06/01/2020	\$40.90	\$11.50	\$7.10	\$0.00	\$59.50
	12/01/2020	\$41.90	\$11.50	\$7.10	\$0.00	\$60.50
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
	12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
	06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
	12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
	06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
	12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
	06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
	12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
2	65	\$27.90	\$6.97	\$10.54	\$0.00	\$45.41
3	70	\$30.04	\$6.97	\$11.35	\$0.00	\$48.36
4	75	\$32.19	\$6.97	\$12.16	\$0.00	\$51.32
5	80	\$34.34	\$6.97	\$12.97	\$0.00	\$54.28
6	85	\$36.48	\$6.97	\$13.78	\$0.00	\$57.23
7	90	\$38.63	\$6.97	\$14.59	\$0.00	\$60.19
8	95	\$40.77	\$6.97	\$15.40	\$0.00	\$63.14

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (BOSTON)</i>	02/01/2018	\$52.06	\$10.75	\$20.03	\$0.00	\$82.84
	08/01/2018	\$53.41	\$10.75	\$20.16	\$0.00	\$84.32
	02/01/2019	\$54.05	\$10.75	\$20.16	\$0.00	\$84.96
	08/01/2019	\$55.40	\$10.75	\$20.30	\$0.00	\$86.45
	02/01/2020	\$56.04	\$10.75	\$20.30	\$0.00	\$87.09
	08/01/2020	\$57.39	\$10.75	\$20.45	\$0.00	\$88.59
	02/01/2021	\$58.03	\$10.75	\$20.45	\$0.00	\$89.23
	08/01/2021	\$59.43	\$10.75	\$20.61	\$0.00	\$90.79
	02/01/2022	\$60.02	\$10.75	\$20.61	\$0.00	\$91.38

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Boston

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.03	\$10.75	\$20.03	\$0.00	\$56.81
2	60	\$31.24	\$10.75	\$20.03	\$0.00	\$62.02
3	70	\$36.44	\$10.75	\$20.03	\$0.00	\$67.22
4	80	\$41.65	\$10.75	\$20.03	\$0.00	\$72.43
5	90	\$46.85	\$10.75	\$20.03	\$0.00	\$77.63

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.71	\$10.75	\$20.16	\$0.00	\$57.62
2	60	\$32.05	\$10.75	\$20.16	\$0.00	\$62.96
3	70	\$37.39	\$10.75	\$20.16	\$0.00	\$68.30
4	80	\$42.73	\$10.75	\$20.16	\$0.00	\$73.64
5	90	\$48.07	\$10.75	\$20.16	\$0.00	\$78.98

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN LABORERS - FOUNDATION AND MARINE	06/01/2018	\$39.10	\$7.70	\$15.40	\$0.00	\$62.20
	12/01/2018	\$40.05	\$7.70	\$15.40	\$0.00	\$63.15
	06/01/2019	\$41.05	\$7.70	\$15.40	\$0.00	\$64.15
	12/01/2019	\$42.05	\$7.70	\$15.40	\$0.00	\$65.15
	06/01/2020	\$43.04	\$7.70	\$15.40	\$0.00	\$66.14
	12/01/2020	\$44.02	\$7.70	\$15.40	\$0.00	\$67.12
	06/01/2021	\$45.04	\$7.70	\$15.40	\$0.00	\$68.14
	12/01/2021	\$46.05	\$7.70	\$15.40	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER LABORERS - FOUNDATION AND MARINE	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2018	\$40.28	\$9.90	\$17.50	\$0.00	\$67.68
	09/01/2018	\$41.32	\$9.90	\$17.50	\$0.00	\$68.72
	03/01/2019	\$42.35	\$9.90	\$17.50	\$0.00	\$69.75

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA
Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.14	\$9.90	\$1.73	\$0.00	\$31.77
2	60	\$24.17	\$9.90	\$1.73	\$0.00	\$35.80
3	70	\$28.20	\$9.90	\$12.31	\$0.00	\$50.41
4	75	\$30.21	\$9.90	\$12.31	\$0.00	\$52.42
5	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
6	80	\$32.22	\$9.90	\$14.04	\$0.00	\$56.16
7	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92
8	90	\$36.25	\$9.90	\$15.77	\$0.00	\$61.92

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.66	\$9.90	\$1.73	\$0.00	\$32.29
2	60	\$24.79	\$9.90	\$1.73	\$0.00	\$36.42
3	70	\$28.92	\$9.90	\$12.31	\$0.00	\$51.13
4	75	\$30.99	\$9.90	\$12.31	\$0.00	\$53.20
5	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00
6	80	\$33.06	\$9.90	\$14.04	\$0.00	\$57.00
7	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86
8	90	\$37.19	\$9.90	\$15.77	\$0.00	\$62.86

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$29.76/ 3&4 \$35.45/ 5&6 \$52.14/ 7&8 \$57.89

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	04/01/2018	\$26.67	\$7.07	\$7.86	\$0.00	\$41.60
CARPENTERS -ZONE 2 (Wood Frame)	10/01/2018	\$27.09	\$7.07	\$7.86	\$0.00	\$42.02
	04/01/2019	\$27.52	\$7.07	\$7.86	\$0.00	\$42.45
	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88

As of 9/1/09 Carpentry work on wood-frame WEATHERIZATION projects shall be paid the WOOD FRAME CARPENTER rate.

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CARPENTER (Wood Frame) - Zone 2
Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
2	60	\$16.00	\$7.07	\$0.00	\$0.00	\$23.07
3	65	\$17.34	\$7.07	\$7.86	\$0.00	\$32.27
4	70	\$18.67	\$7.07	\$7.86	\$0.00	\$33.60
5	75	\$20.00	\$7.07	\$7.86	\$0.00	\$34.93
6	80	\$21.34	\$7.07	\$7.86	\$0.00	\$36.27
7	85	\$22.67	\$7.07	\$7.86	\$0.00	\$37.60
8	90	\$24.00	\$7.07	\$7.86	\$0.00	\$38.93

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
2	60	\$16.25	\$7.07	\$0.00	\$0.00	\$23.32
3	65	\$17.61	\$7.07	\$7.86	\$0.00	\$32.54
4	70	\$18.96	\$7.07	\$7.86	\$0.00	\$33.89
5	75	\$20.32	\$7.07	\$7.86	\$0.00	\$35.25
6	80	\$21.67	\$7.07	\$7.86	\$0.00	\$36.60
7	85	\$23.03	\$7.07	\$7.86	\$0.00	\$37.96
8	90	\$24.38	\$7.07	\$7.86	\$0.00	\$39.31

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$19.07/ 3&4 \$26.49/ 5&6 \$33.60/ 7&8 \$36.27

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME (All Other Work) CARPENTERS -ZONE 2 (Wood Frame)	06/01/2016	\$25.32	\$9.80	\$16.82	\$0.00	\$51.94
CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (BOSTON)	01/01/2018	\$46.02	\$12.35	\$22.41	\$0.30	\$81.08
	07/01/2018	\$46.20	\$12.42	\$22.41	\$0.30	\$81.33
	01/01/2019	\$47.58	\$12.42	\$22.41	\$0.30	\$82.71
	07/01/2019	\$48.32	\$12.42	\$22.41	\$0.30	\$83.45
	01/01/2020	\$49.72	\$12.42	\$22.41	\$0.30	\$84.85

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Boston)
Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.01	\$12.35	\$15.41	\$0.00	\$50.77
2	60	\$27.61	\$12.35	\$17.41	\$0.30	\$57.67
3	65	\$29.91	\$12.35	\$18.41	\$0.30	\$60.97
4	70	\$32.21	\$12.35	\$19.41	\$0.30	\$64.27
5	75	\$34.52	\$12.35	\$20.41	\$0.30	\$67.58
6	80	\$36.82	\$12.35	\$21.41	\$0.30	\$70.88
7	90	\$41.42	\$12.35	\$22.41	\$0.30	\$76.48

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.10	\$12.42	\$15.41	\$0.00	\$50.93
2	60	\$27.72	\$12.42	\$17.41	\$0.30	\$57.85
3	65	\$30.03	\$12.42	\$18.41	\$0.30	\$61.16
4	70	\$32.34	\$12.42	\$19.41	\$0.30	\$64.47
5	75	\$34.65	\$12.42	\$20.41	\$0.30	\$67.78
6	80	\$36.96	\$12.42	\$21.41	\$0.30	\$71.09
7	90	\$41.58	\$12.42	\$22.41	\$0.30	\$76.71

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2017	\$47.63	\$10.50	\$15.50	\$0.00	\$73.63
OPERATING ENGINEERS LOCAL 4						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
OPERATING ENGINEERS LOCAL 4						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE)	01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
<i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.83	\$8.10	\$0.00	\$0.00	\$32.93
2	55	\$27.31	\$8.10	\$5.06	\$0.00	\$40.47
3	60	\$29.80	\$8.10	\$5.52	\$0.00	\$43.42
4	65	\$32.28	\$8.10	\$5.98	\$0.00	\$46.36
5	70	\$34.76	\$8.10	\$16.79	\$0.00	\$59.65
6	75	\$37.25	\$8.10	\$17.25	\$0.00	\$62.60
7	80	\$39.73	\$8.10	\$17.71	\$0.00	\$65.54
8	90	\$44.69	\$8.10	\$18.63	\$0.00	\$71.42

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
<i>LABORERS - ZONE 1</i>	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
<i>LABORERS - ZONE 1</i>	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	06/01/2018	\$39.15	\$7.70	\$15.20	\$0.00	\$62.05
	12/01/2018	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	06/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
	12/01/2019	\$42.10	\$7.70	\$15.20	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.90	\$7.70	\$15.20	\$0.00	\$61.80
	12/01/2018	\$39.85	\$7.70	\$15.20	\$0.00	\$62.75
	06/01/2019	\$40.85	\$7.70	\$15.20	\$0.00	\$63.75
	12/01/2019	\$41.85	\$7.70	\$15.20	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$61.98	\$9.90	\$21.15	\$0.00	\$93.03
	08/01/2018	\$65.20	\$9.90	\$21.15	\$0.00	\$96.25
	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$66.41	\$9.90	\$21.15	\$0.00	\$97.46
	08/01/2018	\$69.86	\$9.90	\$21.15	\$0.00	\$100.91
	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$92.97	\$9.90	\$21.15	\$0.00	\$124.02
	08/01/2018	\$97.80	\$9.90	\$21.15	\$0.00	\$128.85
	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
DRAWBRIDGE OPERATOR (Construction) <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46

Apprentice - *ELECTRICIAN - Local 103***Effective Date -** 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
2	40	\$20.06	\$13.00	\$0.60	\$0.00	\$33.66
3	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
4	45	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
5	50	\$25.08	\$13.00	\$13.99	\$0.00	\$52.07
6	55	\$27.58	\$13.00	\$14.38	\$0.00	\$54.96
7	60	\$30.09	\$13.00	\$14.76	\$0.00	\$57.85
8	65	\$32.60	\$13.00	\$15.15	\$0.00	\$60.75
9	70	\$35.11	\$13.00	\$15.53	\$0.00	\$63.64
10	75	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.54	\$13.00	\$0.62	\$0.00	\$34.16
2	40	\$20.54	\$13.00	\$0.62	\$0.00	\$34.16
3	45	\$23.10	\$13.00	\$13.62	\$0.00	\$49.72
4	45	\$23.10	\$13.00	\$13.62	\$0.00	\$49.72
5	50	\$25.67	\$13.00	\$14.01	\$0.00	\$52.68
6	55	\$28.24	\$13.00	\$14.40	\$0.00	\$55.64
7	60	\$30.80	\$13.00	\$14.78	\$0.00	\$58.58
8	65	\$33.37	\$13.00	\$15.17	\$0.00	\$61.54
9	70	\$35.94	\$13.00	\$15.56	\$0.00	\$64.50
10	75	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***ELEVATOR CONSTRUCTOR
ELEVATOR CONSTRUCTORS LOCAL 4

01/01/2018	\$57.62	\$15.43	\$16.61	\$0.00	\$89.66
01/01/2019	\$59.47	\$15.58	\$17.51	\$0.00	\$92.56
01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$28.81	\$15.43	\$0.00	\$0.00	\$44.24
2	55	\$31.69	\$15.43	\$16.61	\$0.00	\$63.73
3	65	\$37.45	\$15.43	\$16.61	\$0.00	\$69.49
4	70	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
5	80	\$46.10	\$15.43	\$16.61	\$0.00	\$78.14

Effective Date - 01/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$29.74	\$15.58	\$0.00	\$0.00	\$45.32
2	55	\$32.71	\$15.58	\$17.51	\$0.00	\$65.80
3	65	\$38.66	\$15.58	\$17.51	\$0.00	\$71.75
4	70	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
5	80	\$47.58	\$15.58	\$17.51	\$0.00	\$80.67

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2018	\$40.33	\$15.43	\$16.61	\$0.00	\$72.37
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2019	\$41.63	\$15.58	\$17.51	\$0.00	\$74.72
	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	05/01/2018	\$42.84	\$10.50	\$15.50	\$0.00	\$68.84
OPERATING ENGINEERS LOCAL 4	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	05/01/2018	\$44.31	\$10.50	\$15.50	\$0.00	\$70.31
OPERATING ENGINEERS LOCAL 4	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	05/01/2018	\$22.51	\$10.50	\$15.50	\$0.00	\$48.51
OPERATING ENGINEERS LOCAL 4	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
	09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
	03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i> <i>LOCAL 103</i>	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$38.57	\$10.50	\$15.50	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE I</i>	06/01/2018	\$21.50	\$7.70	\$15.20	\$0.00	\$44.40
	12/01/2018	\$22.50	\$7.70	\$15.20	\$0.00	\$45.40
	06/01/2019	\$22.50	\$7.70	\$15.20	\$0.00	\$45.40
	12/01/2019	\$23.50	\$7.70	\$15.20	\$0.00	\$46.40
	06/01/2020	\$23.50	\$7.70	\$15.20	\$0.00	\$46.40
	12/01/2020	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
	06/01/2021	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
	12/01/2021	\$24.50	\$7.70	\$15.20	\$0.00	\$47.40
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	03/01/2016	\$42.13	\$9.80	\$17.62	\$0.00	\$69.55

Apprentice - FLOORCOVERER - Local 2168 Zone I

Effective Date - 03/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.07	\$9.80	\$1.79	\$0.00	\$32.66
2	55	\$23.17	\$9.80	\$1.79	\$0.00	\$34.76
3	60	\$25.28	\$9.80	\$12.25	\$0.00	\$47.33
4	65	\$27.38	\$9.80	\$12.25	\$0.00	\$49.43
5	70	\$29.49	\$9.80	\$14.04	\$0.00	\$53.33
6	75	\$31.60	\$9.80	\$14.04	\$0.00	\$55.44
7	80	\$33.70	\$9.80	\$15.83	\$0.00	\$59.33
8	85	\$35.81	\$9.80	\$15.83	\$0.00	\$61.44

Notes: Steps are 750 hrs.

% After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)

Step 1&2 \$30.55/ 3&4 \$36.49/ 5&6 \$53.33/ 7&8 \$59.33

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	01/01/2018	\$39.16	\$8.10	\$19.55	\$0.00	\$66.81
GLAZIERS LOCAL 35 (ZONE 2)	07/01/2018	\$39.51	\$8.15	\$20.15	\$0.00	\$67.81
	01/01/2019	\$39.86	\$8.15	\$20.85	\$0.00	\$68.86
	07/01/2019	\$40.96	\$8.15	\$20.85	\$0.00	\$69.96
	01/01/2020	\$42.06	\$8.15	\$20.85	\$0.00	\$71.06
	07/01/2020	\$43.16	\$8.15	\$20.85	\$0.00	\$72.16
	01/01/2021	\$44.26	\$8.15	\$20.85	\$0.00	\$73.26

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.58	\$8.10	\$0.00	\$0.00	\$27.68
2	55	\$21.54	\$8.10	\$5.06	\$0.00	\$34.70
3	60	\$23.50	\$8.10	\$5.52	\$0.00	\$37.12
4	65	\$25.45	\$8.10	\$5.98	\$0.00	\$39.53
5	70	\$27.41	\$8.10	\$16.79	\$0.00	\$52.30
6	75	\$29.37	\$8.10	\$17.25	\$0.00	\$54.72
7	80	\$31.33	\$8.10	\$17.71	\$0.00	\$57.14
8	90	\$35.24	\$8.10	\$18.63	\$0.00	\$61.97

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.76	\$8.15	\$0.00	\$0.00	\$27.91
2	55	\$21.73	\$8.15	\$5.34	\$0.00	\$35.22
3	60	\$23.71	\$8.15	\$5.82	\$0.00	\$37.68
4	65	\$25.68	\$8.15	\$6.31	\$0.00	\$40.14
5	70	\$27.66	\$8.15	\$17.24	\$0.00	\$53.05
6	75	\$29.63	\$8.15	\$17.73	\$0.00	\$55.51
7	80	\$31.61	\$8.15	\$18.21	\$0.00	\$57.97
8	90	\$35.56	\$8.15	\$19.18	\$0.00	\$62.89

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
OPERATING ENGINEERS LOCAL 4						

Classification		Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - OPERATING ENGINEERS - Local 4							
Effective Date - 12/01/2017							
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	55	\$25.65	\$10.50	\$0.00	\$0.00	\$36.15	
2	60	\$27.98	\$10.50	\$15.50	\$0.00	\$53.98	
3	65	\$30.31	\$10.50	\$15.50	\$0.00	\$56.31	
4	70	\$32.64	\$10.50	\$15.50	\$0.00	\$58.64	
5	75	\$34.97	\$10.50	\$15.50	\$0.00	\$60.97	
6	80	\$37.30	\$10.50	\$15.50	\$0.00	\$63.30	
7	85	\$39.64	\$10.50	\$15.50	\$0.00	\$65.64	
8	90	\$41.97	\$10.50	\$15.50	\$0.00	\$67.97	
<div>Notes:</div>							
Apprentice to Journeyworker Ratio:1:6							
HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>		02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 103</i>		03/01/2018	\$50.15	\$13.00	\$17.85	\$0.00	\$81.00
		09/01/2018	\$51.34	\$13.00	\$17.89	\$0.00	\$82.23
		03/01/2019	\$52.53	\$13.00	\$17.93	\$0.00	\$83.46
For apprentice rates see "Apprentice- ELECTRICIAN"							
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>		02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
For apprentice rates see "Apprentice- SHEET METAL WORKER"							
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>		09/01/2017	\$51.44	\$9.95	\$18.74	\$0.00	\$80.13
		09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
		09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
		09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>		09/01/2017	\$51.44	\$9.95	\$18.74	\$0.00	\$80.13
		09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
		09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
		09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"							
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>		06/01/2018	\$38.75	\$7.70	\$15.20	\$0.00	\$61.65
		12/01/2018	\$39.70	\$7.70	\$15.20	\$0.00	\$62.60
		06/01/2019	\$40.70	\$7.70	\$15.20	\$0.00	\$63.60
		12/01/2019	\$41.70	\$7.70	\$15.20	\$0.00	\$64.60
		06/01/2020	\$42.69	\$7.70	\$15.20	\$0.00	\$65.59
		12/01/2020	\$43.67	\$7.70	\$15.20	\$0.00	\$66.57
		06/01/2021	\$44.69	\$7.70	\$15.20	\$0.00	\$67.59
		12/01/2021	\$45.70	\$7.70	\$15.20	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"							

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
INSULATOR (PIPES & TANKS)	09/01/2017	\$47.09	\$11.75	\$14.20	\$0.00	\$73.04
HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2018	\$49.34	\$11.75	\$14.20	\$0.00	\$75.29
	09/01/2019	\$51.84	\$11.75	\$14.20	\$0.00	\$77.79

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$11.75	\$10.45	\$0.00	\$45.75
2	60	\$28.25	\$11.75	\$11.20	\$0.00	\$51.20
3	70	\$32.96	\$11.75	\$11.95	\$0.00	\$56.66
4	80	\$37.67	\$11.75	\$12.70	\$0.00	\$62.12

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.67	\$11.75	\$10.45	\$0.00	\$46.87
2	60	\$29.60	\$11.75	\$11.20	\$0.00	\$52.55
3	70	\$34.54	\$11.75	\$11.95	\$0.00	\$58.24
4	80	\$39.47	\$11.75	\$12.70	\$0.00	\$63.92

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER	03/16/2017	\$44.65	\$7.80	\$20.85	\$0.00	\$73.30
IRONWORKERS LOCAL 7 (BOSTON AREA)						

Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$26.79	\$7.80	\$20.85	\$0.00	\$55.44
2	70	\$31.26	\$7.80	\$20.85	\$0.00	\$59.91
3	75	\$33.49	\$7.80	\$20.85	\$0.00	\$62.14
4	80	\$35.72	\$7.80	\$20.85	\$0.00	\$64.37
5	85	\$37.95	\$7.80	\$20.85	\$0.00	\$66.60
6	90	\$40.19	\$7.80	\$20.85	\$0.00	\$68.84

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JACKHAMMER & PAVING BREAKER OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

LABORER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

Apprentice - *LABORER - Zone 1*

Effective Date - 06/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$22.80	\$7.70	\$15.20	\$0.00	\$45.70
2	70	\$26.60	\$7.70	\$15.20	\$0.00	\$49.50
3	80	\$30.40	\$7.70	\$15.20	\$0.00	\$53.30
4	90	\$34.20	\$7.70	\$15.20	\$0.00	\$57.10

Effective Date - 12/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.37	\$7.70	\$15.20	\$0.00	\$46.27
2	70	\$27.27	\$7.70	\$15.20	\$0.00	\$50.17
3	80	\$31.16	\$7.70	\$15.20	\$0.00	\$54.06
4	90	\$35.06	\$7.70	\$15.20	\$0.00	\$57.96

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.15	\$7.70	\$15.20	\$0.00	\$61.05
	12/01/2018	\$39.10	\$7.70	\$15.20	\$0.00	\$62.00
	06/01/2019	\$40.10	\$7.70	\$15.20	\$0.00	\$63.00
	12/01/2019	\$41.10	\$7.70	\$15.20	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LASER BEAM OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

MARBLE & TILE FINISHERS	02/01/2018	\$39.82	\$10.75	\$18.34	\$0.00	\$68.91
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2018	\$40.90	\$10.75	\$18.47	\$0.00	\$70.12
	02/01/2019	\$41.41	\$10.75	\$18.47	\$0.00	\$70.63
	08/01/2019	\$42.49	\$10.75	\$18.61	\$0.00	\$71.85
	02/01/2020	\$43.00	\$10.75	\$18.61	\$0.00	\$72.36
	08/01/2020	\$44.08	\$10.75	\$18.76	\$0.00	\$73.59
	02/01/2021	\$44.59	\$10.75	\$18.76	\$0.00	\$74.10
	08/01/2021	\$45.71	\$10.75	\$18.92	\$0.00	\$75.38
	02/01/2022	\$46.18	\$10.75	\$18.92	\$0.00	\$75.85

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.91	\$10.75	\$18.34	\$0.00	\$49.00
2	60	\$23.89	\$10.75	\$18.34	\$0.00	\$52.98
3	70	\$27.87	\$10.75	\$18.34	\$0.00	\$56.96
4	80	\$31.86	\$10.75	\$18.34	\$0.00	\$60.95
5	90	\$35.84	\$10.75	\$18.34	\$0.00	\$64.93

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.45	\$10.75	\$18.47	\$0.00	\$49.67
2	60	\$24.54	\$10.75	\$18.47	\$0.00	\$53.76
3	70	\$28.63	\$10.75	\$18.47	\$0.00	\$57.85
4	80	\$32.72	\$10.75	\$18.47	\$0.00	\$61.94
5	90	\$36.81	\$10.75	\$18.47	\$0.00	\$66.03

Notes:

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE MASONS,TILELAYERS & TERRAZZO MECH <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2018	\$52.10	\$10.75	\$20.03	\$0.00	\$82.88
	08/01/2018	\$53.45	\$10.75	\$20.16	\$0.00	\$84.36
	02/01/2019	\$54.07	\$10.75	\$20.16	\$0.00	\$84.98
	08/01/2019	\$55.42	\$10.75	\$20.30	\$0.00	\$86.47
	02/01/2020	\$56.05	\$10.75	\$20.30	\$0.00	\$87.10
	08/01/2020	\$57.40	\$10.75	\$20.45	\$0.00	\$88.60
	02/01/2021	\$58.04	\$10.75	\$20.45	\$0.00	\$89.24
	08/01/2021	\$59.44	\$10.75	\$20.61	\$0.00	\$90.80
	02/01/2022	\$60.01	\$10.75	\$20.61	\$0.00	\$91.37

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.05	\$10.75	\$20.03	\$0.00	\$56.83
2	60	\$31.26	\$10.75	\$20.03	\$0.00	\$62.04
3	70	\$36.47	\$10.75	\$20.03	\$0.00	\$67.25
4	80	\$41.68	\$10.75	\$20.03	\$0.00	\$72.46
5	90	\$46.89	\$10.75	\$20.03	\$0.00	\$77.67

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.73	\$10.75	\$20.16	\$0.00	\$57.64
2	60	\$32.07	\$10.75	\$20.16	\$0.00	\$62.98
3	70	\$37.42	\$10.75	\$20.16	\$0.00	\$68.33
4	80	\$42.76	\$10.75	\$20.16	\$0.00	\$73.67
5	90	\$48.11	\$10.75	\$20.16	\$0.00	\$79.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) <i>MILLWRIGHTS LOCAL 1121 - Zone 1</i>	04/01/2018	\$40.42	\$9.90	\$18.50	\$0.00	\$68.82
	10/01/2018	\$41.32	\$9.90	\$18.50	\$0.00	\$69.72
	04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.23	\$9.90	\$5.31	\$0.00	\$37.44
2	65	\$26.27	\$9.90	\$15.13	\$0.00	\$51.30
3	75	\$30.32	\$9.90	\$16.10	\$0.00	\$56.32
4	85	\$34.36	\$9.90	\$17.06	\$0.00	\$61.32

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER LABORERS - ZONE 1	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$23.24	\$10.50	\$15.50	\$0.00	\$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2017	\$27.40	\$10.50	\$15.50	\$0.00	\$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2018	\$49.66	\$8.10	\$19.55	\$0.00	\$77.31
	07/01/2018	\$50.01	\$8.15	\$20.15	\$0.00	\$78.31
	01/01/2019	\$50.36	\$8.15	\$20.85	\$0.00	\$79.36
	07/01/2019	\$51.46	\$8.15	\$20.85	\$0.00	\$80.46
	01/01/2020	\$52.56	\$8.15	\$20.85	\$0.00	\$81.56
	07/01/2020	\$53.66	\$8.15	\$20.85	\$0.00	\$82.66
	01/01/2021	\$54.76	\$8.15	\$20.85	\$0.00	\$83.76

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS
Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.83	\$8.10	\$0.00	\$0.00	\$32.93
2	55	\$27.31	\$8.10	\$5.06	\$0.00	\$40.47
3	60	\$29.80	\$8.10	\$5.52	\$0.00	\$43.42
4	65	\$32.28	\$8.10	\$5.98	\$0.00	\$46.36
5	70	\$34.76	\$8.10	\$16.79	\$0.00	\$59.65
6	75	\$37.25	\$8.10	\$17.25	\$0.00	\$62.60
7	80	\$39.73	\$8.10	\$17.71	\$0.00	\$65.54
8	90	\$44.69	\$8.10	\$18.63	\$0.00	\$71.42

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.01	\$8.15	\$0.00	\$0.00	\$33.16
2	55	\$27.51	\$8.15	\$5.34	\$0.00	\$41.00
3	60	\$30.01	\$8.15	\$5.82	\$0.00	\$43.98
4	65	\$32.51	\$8.15	\$6.31	\$0.00	\$46.97
5	70	\$35.01	\$8.15	\$17.24	\$0.00	\$60.40
6	75	\$37.51	\$8.15	\$17.73	\$0.00	\$63.39
7	80	\$40.01	\$8.15	\$18.21	\$0.00	\$66.37
8	90	\$45.01	\$8.15	\$19.18	\$0.00	\$72.34

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2018	\$40.56	\$8.10	\$19.55	\$0.00	\$68.21
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$40.91	\$8.15	\$20.15	\$0.00	\$69.21
	01/01/2019	\$41.26	\$8.15	\$20.85	\$0.00	\$70.26
	07/01/2019	\$42.36	\$8.15	\$20.85	\$0.00	\$71.36
	01/01/2020	\$43.46	\$8.15	\$20.85	\$0.00	\$72.46
	07/01/2020	\$44.56	\$8.15	\$20.85	\$0.00	\$73.56
	01/01/2021	\$45.66	\$8.15	\$20.85	\$0.00	\$74.66

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New**Effective Date -** 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.28	\$8.10	\$0.00	\$0.00	\$28.38
2	55	\$22.31	\$8.10	\$5.06	\$0.00	\$35.47
3	60	\$24.34	\$8.10	\$5.52	\$0.00	\$37.96
4	65	\$26.36	\$8.10	\$5.98	\$0.00	\$40.44
5	70	\$28.39	\$8.10	\$16.79	\$0.00	\$53.28
6	75	\$30.42	\$8.10	\$17.25	\$0.00	\$55.77
7	80	\$32.45	\$8.10	\$17.71	\$0.00	\$58.26
8	90	\$36.50	\$8.10	\$18.63	\$0.00	\$63.23

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.46	\$8.15	\$0.00	\$0.00	\$28.61
2	55	\$22.50	\$8.15	\$5.34	\$0.00	\$35.99
3	60	\$24.55	\$8.15	\$5.82	\$0.00	\$38.52
4	65	\$26.59	\$8.15	\$6.31	\$0.00	\$41.05
5	70	\$28.64	\$8.15	\$17.24	\$0.00	\$54.03
6	75	\$30.68	\$8.15	\$17.73	\$0.00	\$56.56
7	80	\$32.73	\$8.15	\$18.21	\$0.00	\$59.09
8	90	\$36.82	\$8.15	\$19.18	\$0.00	\$64.15

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

01/01/2018	\$38.62	\$8.10	\$19.55	\$0.00	\$66.27
07/01/2018	\$38.97	\$8.15	\$20.15	\$0.00	\$67.27
01/01/2019	\$39.32	\$8.15	\$20.85	\$0.00	\$68.32
07/01/2019	\$40.42	\$8.15	\$20.85	\$0.00	\$69.42
01/01/2020	\$41.52	\$8.15	\$20.85	\$0.00	\$70.52
07/01/2020	\$42.62	\$8.15	\$20.85	\$0.00	\$71.62
01/01/2021	\$43.72	\$8.15	\$20.85	\$0.00	\$72.72

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.31	\$8.10	\$0.00	\$0.00	\$27.41
2	55	\$21.24	\$8.10	\$5.06	\$0.00	\$34.40
3	60	\$23.17	\$8.10	\$5.52	\$0.00	\$36.79
4	65	\$25.10	\$8.10	\$5.98	\$0.00	\$39.18
5	70	\$27.03	\$8.10	\$16.79	\$0.00	\$51.92
6	75	\$28.97	\$8.10	\$17.25	\$0.00	\$54.32
7	80	\$30.90	\$8.10	\$17.71	\$0.00	\$56.71
8	90	\$34.76	\$8.10	\$18.63	\$0.00	\$61.49

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.49	\$8.15	\$0.00	\$0.00	\$27.64
2	55	\$21.43	\$8.15	\$5.34	\$0.00	\$34.92
3	60	\$23.38	\$8.15	\$5.82	\$0.00	\$37.35
4	65	\$25.33	\$8.15	\$6.31	\$0.00	\$39.79
5	70	\$27.28	\$8.15	\$17.24	\$0.00	\$52.67
6	75	\$29.23	\$8.15	\$17.73	\$0.00	\$55.11
7	80	\$31.18	\$8.15	\$18.21	\$0.00	\$57.54
8	90	\$35.07	\$8.15	\$19.18	\$0.00	\$62.40

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	06/01/2018	\$38.00	\$7.70	\$15.20	\$0.00	\$60.90
LABORERS - ZONE 1	12/01/2018	\$38.95	\$7.70	\$15.20	\$0.00	\$61.85
	06/01/2019	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	12/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	06/01/2020	\$41.94	\$7.70	\$15.20	\$0.00	\$64.84
	12/01/2020	\$42.92	\$7.70	\$15.20	\$0.00	\$65.82
	06/01/2021	\$43.94	\$7.70	\$15.20	\$0.00	\$66.84
	12/01/2021	\$44.95	\$7.70	\$15.20	\$0.00	\$67.85

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2018	\$39.16	\$8.10	\$19.55	\$0.00	\$66.81
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2018	\$39.51	\$8.15	\$20.15	\$0.00	\$67.81
	01/01/2019	\$39.86	\$8.15	\$20.85	\$0.00	\$68.86
	07/01/2019	\$40.96	\$8.15	\$20.85	\$0.00	\$69.96
	01/01/2020	\$42.06	\$8.15	\$20.85	\$0.00	\$71.06
	07/01/2020	\$43.16	\$8.15	\$20.85	\$0.00	\$72.16
	01/01/2021	\$44.25	\$8.15	\$20.85	\$0.00	\$73.25

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 01/01/2018**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.58	\$8.10	\$0.00	\$0.00	\$27.68
2	55	\$21.54	\$8.10	\$5.06	\$0.00	\$34.70
3	60	\$23.50	\$8.10	\$5.52	\$0.00	\$37.12
4	65	\$25.45	\$8.10	\$5.98	\$0.00	\$39.53
5	70	\$27.41	\$8.10	\$16.79	\$0.00	\$52.30
6	75	\$29.37	\$8.10	\$17.25	\$0.00	\$54.72
7	80	\$31.33	\$8.10	\$17.71	\$0.00	\$57.14
8	90	\$35.24	\$8.10	\$18.63	\$0.00	\$61.97

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.76	\$8.15	\$0.00	\$0.00	\$27.91
2	55	\$21.73	\$8.15	\$5.34	\$0.00	\$35.22
3	60	\$23.71	\$8.15	\$5.82	\$0.00	\$37.68
4	65	\$25.68	\$8.15	\$6.31	\$0.00	\$40.14
5	70	\$27.66	\$8.15	\$17.24	\$0.00	\$53.05
6	75	\$29.63	\$8.15	\$17.73	\$0.00	\$55.51
7	80	\$31.61	\$8.15	\$18.21	\$0.00	\$57.97
8	90	\$35.56	\$8.15	\$19.18	\$0.00	\$62.89

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

01/01/2018	\$37.22	\$8.10	\$19.55	\$0.00	\$64.87
07/01/2018	\$37.57	\$8.15	\$20.15	\$0.00	\$65.87
01/01/2019	\$37.92	\$8.15	\$20.85	\$0.00	\$66.92
07/01/2019	\$39.02	\$8.15	\$20.85	\$0.00	\$68.02
01/01/2020	\$40.12	\$8.15	\$20.85	\$0.00	\$69.12
07/01/2020	\$41.22	\$8.15	\$20.85	\$0.00	\$70.22
01/01/2021	\$42.32	\$8.15	\$20.85	\$0.00	\$71.32

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT
Effective Date - 01/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.61	\$8.10	\$0.00	\$0.00	\$26.71
2	55	\$20.47	\$8.10	\$5.06	\$0.00	\$33.63
3	60	\$22.33	\$8.10	\$5.52	\$0.00	\$35.95
4	65	\$24.19	\$8.10	\$5.98	\$0.00	\$38.27
5	70	\$26.05	\$8.10	\$16.79	\$0.00	\$50.94
6	75	\$27.92	\$8.10	\$17.25	\$0.00	\$53.27
7	80	\$29.78	\$8.10	\$17.71	\$0.00	\$55.59
8	90	\$33.50	\$8.10	\$18.63	\$0.00	\$60.23

Effective Date - 07/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.79	\$8.15	\$0.00	\$0.00	\$26.94
2	55	\$20.66	\$8.15	\$5.34	\$0.00	\$34.15
3	60	\$22.54	\$8.15	\$5.82	\$0.00	\$36.51
4	65	\$24.42	\$8.15	\$6.31	\$0.00	\$38.88
5	70	\$26.30	\$8.15	\$17.14	\$0.00	\$51.59
6	75	\$28.18	\$8.15	\$17.63	\$0.00	\$53.96
7	80	\$30.06	\$8.15	\$18.11	\$0.00	\$56.32
8	90	\$33.81	\$8.15	\$19.08	\$0.00	\$61.04

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2017	\$44.27	\$9.90	\$21.15	\$0.00	\$75.32
	08/01/2018	\$46.57	\$9.90	\$21.15	\$0.00	\$77.62
	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.14	\$9.90	\$21.15	\$0.00	\$53.19
2	60	\$26.56	\$9.90	\$21.15	\$0.00	\$57.61
3	70	\$30.99	\$9.90	\$21.15	\$0.00	\$62.04
4	75	\$33.20	\$9.90	\$21.15	\$0.00	\$64.25
5	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
6	80	\$35.42	\$9.90	\$21.15	\$0.00	\$66.47
7	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89
8	90	\$39.84	\$9.90	\$21.15	\$0.00	\$70.89

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.29	\$9.90	\$21.15	\$0.00	\$54.34
2	60	\$27.94	\$9.90	\$21.15	\$0.00	\$58.99
3	70	\$32.60	\$9.90	\$21.15	\$0.00	\$63.65
4	75	\$34.93	\$9.90	\$21.15	\$0.00	\$65.98
5	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
6	80	\$37.26	\$9.90	\$21.15	\$0.00	\$68.31
7	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96
8	90	\$41.91	\$9.90	\$21.15	\$0.00	\$72.96

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER	09/01/2017	\$51.44	\$9.95	\$18.74	\$0.00	\$80.13
PIPEFITTERS LOCAL 537	09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
	09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
	09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PIPEFITTER - Local 537
Effective Date - 09/01/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$20.58	\$9.95	\$7.75	\$0.00	\$38.28
2	45	\$23.15	\$9.95	\$18.74	\$0.00	\$51.84
3	60	\$30.86	\$9.95	\$18.74	\$0.00	\$59.55
4	70	\$36.01	\$9.95	\$18.74	\$0.00	\$64.70
5	80	\$41.15	\$9.95	\$18.74	\$0.00	\$69.84

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.18	\$9.95	\$7.75	\$0.00	\$38.88
2	45	\$23.82	\$9.95	\$18.74	\$0.00	\$52.51
3	60	\$31.76	\$9.95	\$18.74	\$0.00	\$60.45
4	70	\$37.06	\$9.95	\$18.74	\$0.00	\$65.75
5	80	\$42.35	\$9.95	\$18.74	\$0.00	\$71.04

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

PIPELAYER	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
PLUMBERS & GASFITTERS LOCAL 12	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	\$0.00	\$89.52
	03/01/2021	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.14	\$11.57	\$5.72	\$0.00	\$36.43
2	40	\$21.88	\$11.57	\$6.49	\$0.00	\$39.94
3	55	\$30.08	\$11.57	\$8.81	\$0.00	\$50.46
4	65	\$35.55	\$11.57	\$10.36	\$0.00	\$57.48
5	75	\$41.02	\$11.57	\$11.90	\$0.00	\$64.49

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.67	\$11.57	\$5.72	\$0.00	\$36.96
2	40	\$22.48	\$11.57	\$6.49	\$0.00	\$40.54
3	55	\$30.90	\$11.57	\$8.82	\$0.00	\$51.29
4	65	\$36.52	\$11.57	\$10.36	\$0.00	\$58.45
5	75	\$42.14	\$11.57	\$11.90	\$0.00	\$65.61

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$61.00, Step5 with lic\$67.99

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	09/01/2017	\$51.44	\$9.95	\$18.74	\$0.00	\$80.13
PIPEFITTERS LOCAL 537	09/01/2018	\$52.94	\$9.95	\$18.74	\$0.00	\$81.63
	09/01/2019	\$54.44	\$9.95	\$18.74	\$0.00	\$83.13
	09/01/2020	\$55.94	\$9.95	\$18.74	\$0.00	\$84.63

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
LABORERS - ZONE 1	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

POWDERMAN & BLASTER	06/01/2018	\$39.00	\$7.70	\$15.20	\$0.00	\$61.90
LABORERS - ZONE 1	12/01/2018	\$39.95	\$7.70	\$15.20	\$0.00	\$62.85
	06/01/2019	\$40.95	\$7.70	\$15.20	\$0.00	\$63.85
	12/01/2019	\$41.95	\$7.70	\$15.20	\$0.00	\$64.85
	06/01/2020	\$42.94	\$7.70	\$15.20	\$0.00	\$65.84
	12/01/2020	\$43.92	\$7.70	\$15.20	\$0.00	\$66.82
	06/01/2021	\$44.94	\$7.70	\$15.20	\$0.00	\$67.84
	12/01/2021	\$45.95	\$7.70	\$15.20	\$0.00	\$68.85

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$31.80	\$10.50	\$15.50	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25c</i>	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roofers Waterproofing &Roofers Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2018	\$42.36	\$11.35	\$14.80	\$0.00	\$68.51
	08/01/2018	\$43.46	\$11.35	\$14.80	\$0.00	\$69.61
	02/01/2019	\$44.61	\$11.35	\$14.80	\$0.00	\$70.76

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ROOFER - Local 33
Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.18	\$11.35	\$3.44	\$0.00	\$35.97
2	60	\$25.42	\$11.35	\$14.80	\$0.00	\$51.57
3	65	\$27.53	\$11.35	\$14.80	\$0.00	\$53.68
4	75	\$31.77	\$11.35	\$14.80	\$0.00	\$57.92
5	85	\$36.01	\$11.35	\$14.80	\$0.00	\$62.16

Effective Date - 08/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.73	\$11.35	\$3.44	\$0.00	\$36.52
2	60	\$26.08	\$11.35	\$14.80	\$0.00	\$52.23
3	65	\$28.25	\$11.35	\$14.80	\$0.00	\$54.40
4	75	\$32.60	\$11.35	\$14.80	\$0.00	\$58.75
5	85	\$36.94	\$11.35	\$14.80	\$0.00	\$63.09

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE

ROOFERS LOCAL 33

02/01/2018	\$42.61	\$11.35	\$14.80	\$0.00	\$68.76
08/01/2018	\$43.71	\$11.35	\$14.80	\$0.00	\$69.86
02/01/2019	\$44.86	\$11.35	\$14.80	\$0.00	\$71.01

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER

SHEETMETAL WORKERS LOCAL 17 - A

02/01/2018	\$44.11	\$12.20	\$24.12	\$2.41	\$82.84
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Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 17-A
Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
2	40	\$17.64	\$12.20	\$5.61	\$0.00	\$35.45
3	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
4	45	\$19.85	\$12.20	\$10.85	\$1.29	\$44.19
5	50	\$22.06	\$12.20	\$11.80	\$1.38	\$47.44
6	50	\$22.06	\$12.20	\$12.05	\$1.39	\$47.70
7	60	\$26.47	\$12.20	\$13.70	\$1.57	\$53.94
8	65	\$28.67	\$12.20	\$14.65	\$1.67	\$57.19
9	75	\$33.08	\$12.20	\$16.56	\$1.86	\$63.70
10	85	\$37.49	\$12.20	\$17.96	\$2.03	\$69.68

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
PAINTERS LOCAL 35 - ZONE 2						

Apprentice - SIGN ERECTOR - Local 35 Zone 2
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A						
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63
TEAMSTERS JOINT COUNCIL NO. 10 ZONE A						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPRINKLER FITTER	03/01/2018	\$57.78	\$9.12	\$18.15	\$0.00	\$85.05
<i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	10/01/2018	\$59.28	\$9.12	\$18.15	\$0.00	\$86.55
	01/01/2019	\$59.28	\$9.47	\$18.35	\$0.00	\$87.10
	03/01/2019	\$60.78	\$9.47	\$18.35	\$0.00	\$88.60
	10/01/2019	\$62.28	\$9.47	\$18.35	\$0.00	\$90.10
	03/01/2020	\$63.78	\$9.47	\$18.35	\$0.00	\$91.60
	10/01/2020	\$65.28	\$9.47	\$18.35	\$0.00	\$93.10
	03/01/2021	\$66.78	\$9.47	\$18.35	\$0.00	\$94.60

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.22	\$9.12	\$8.90	\$0.00	\$38.24
2	40	\$23.11	\$9.12	\$8.90	\$0.00	\$41.13
3	45	\$26.00	\$9.12	\$8.90	\$0.00	\$44.02
4	50	\$28.89	\$9.12	\$8.90	\$0.00	\$46.91
5	55	\$31.78	\$9.12	\$8.90	\$0.00	\$49.80
6	60	\$34.67	\$9.12	\$10.40	\$0.00	\$54.19
7	65	\$37.56	\$9.12	\$10.40	\$0.00	\$57.08
8	70	\$40.45	\$9.12	\$10.40	\$0.00	\$59.97
9	75	\$43.34	\$9.12	\$10.40	\$0.00	\$62.86
10	80	\$46.22	\$9.12	\$10.40	\$0.00	\$65.74

Effective Date - 10/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.75	\$9.12	\$8.90	\$0.00	\$38.77
2	40	\$23.71	\$9.12	\$8.90	\$0.00	\$41.73
3	45	\$26.68	\$9.12	\$8.90	\$0.00	\$44.70
4	50	\$29.64	\$9.12	\$8.90	\$0.00	\$47.66
5	55	\$32.60	\$9.12	\$8.90	\$0.00	\$50.62
6	60	\$35.57	\$9.12	\$10.40	\$0.00	\$55.09
7	65	\$38.53	\$9.12	\$10.40	\$0.00	\$58.05
8	70	\$41.50	\$9.12	\$10.40	\$0.00	\$61.02
9	75	\$44.46	\$9.12	\$10.40	\$0.00	\$63.98
10	80	\$47.42	\$9.12	\$10.40	\$0.00	\$66.94

Notes: Apprentice entered prior 9/30/10;
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
<i>OPERATING ENGINEERS LOCAL 4</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
<i>OPERATING ENGINEERS LOCAL 4</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN	03/01/2018	\$37.61	\$13.00	\$15.93	\$0.00	\$66.54
<i>ELECTRICIANS LOCAL 103</i>	09/01/2018	\$38.51	\$13.00	\$15.96	\$0.00	\$67.47
	03/01/2019	\$39.40	\$13.00	\$15.98	\$0.00	\$68.38

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
2	40	\$15.04	\$13.00	\$0.45	\$0.00	\$28.49
3	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
4	45	\$16.92	\$13.00	\$12.74	\$0.00	\$42.66
5	50	\$18.81	\$13.00	\$13.03	\$0.00	\$44.84
6	55	\$20.69	\$13.00	\$13.32	\$0.00	\$47.01
7	60	\$22.57	\$13.00	\$13.61	\$0.00	\$49.18
8	65	\$24.45	\$13.00	\$13.90	\$0.00	\$51.35
9	70	\$26.33	\$13.00	\$14.19	\$0.00	\$53.52
10	75	\$28.21	\$13.00	\$14.48	\$0.00	\$55.69

Effective Date - 09/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
2	40	\$15.40	\$13.00	\$0.46	\$0.00	\$28.86
3	45	\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
4	45	\$17.33	\$13.00	\$12.75	\$0.00	\$43.08
5	50	\$19.26	\$13.00	\$13.05	\$0.00	\$45.31
6	55	\$21.18	\$13.00	\$13.34	\$0.00	\$47.52
7	60	\$23.11	\$13.00	\$13.62	\$0.00	\$49.73
8	65	\$25.03	\$13.00	\$13.92	\$0.00	\$51.95
9	70	\$26.96	\$13.00	\$14.21	\$0.00	\$54.17
10	75	\$28.88	\$13.00	\$14.50	\$0.00	\$56.38

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2018	\$51.00	\$10.75	\$20.03	\$0.00	\$81.78
<i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	08/01/2018	\$52.35	\$10.75	\$20.16	\$0.00	\$83.26
	02/01/2019	\$52.99	\$10.75	\$20.16	\$0.00	\$83.90
	08/01/2019	\$54.34	\$10.75	\$20.30	\$0.00	\$85.39
	02/01/2020	\$54.98	\$10.75	\$20.30	\$0.00	\$86.03
	08/01/2020	\$56.33	\$10.75	\$20.45	\$0.00	\$87.53
	02/01/2021	\$56.97	\$10.75	\$20.45	\$0.00	\$88.17
	08/01/2021	\$58.37	\$10.75	\$20.61	\$0.00	\$89.73
	02/01/2022	\$58.96	\$10.75	\$20.61	\$0.00	\$90.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2018

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$25.50	\$10.75	\$20.03	\$0.00	\$56.28
2	60	\$30.60	\$10.75	\$20.03	\$0.00	\$61.38
3	70	\$35.70	\$10.75	\$20.03	\$0.00	\$66.48
4	80	\$40.80	\$10.75	\$20.03	\$0.00	\$71.58
5	90	\$45.90	\$10.75	\$20.03	\$0.00	\$76.68

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$39.35	\$7.70	\$15.40	\$0.00	\$62.45
	12/01/2018	\$40.30	\$7.70	\$15.40	\$0.00	\$63.40
	06/01/2019	\$41.30	\$7.70	\$15.40	\$0.00	\$64.40
	12/01/2019	\$42.30	\$7.70	\$15.40	\$0.00	\$65.40
	06/01/2020	\$43.29	\$7.70	\$15.40	\$0.00	\$66.39
	12/01/2020	\$44.27	\$7.70	\$15.40	\$0.00	\$67.37
	06/01/2021	\$45.29	\$7.70	\$15.40	\$0.00	\$68.39
	12/01/2021	\$46.30	\$7.70	\$15.40	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$38.07	\$7.70	\$15.40	\$0.00	\$61.17
	12/01/2018	\$39.02	\$7.70	\$15.40	\$0.00	\$62.12
	06/01/2019	\$40.02	\$7.70	\$15.40	\$0.00	\$63.12
	12/01/2019	\$41.02	\$7.70	\$15.40	\$0.00	\$64.12
	06/01/2020	\$42.01	\$7.70	\$15.40	\$0.00	\$65.11
	12/01/2020	\$42.99	\$7.70	\$15.40	\$0.00	\$66.09
	06/01/2021	\$44.01	\$7.70	\$15.40	\$0.00	\$67.11
	12/01/2021	\$45.02	\$7.70	\$15.40	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2018	\$37.95	\$7.70	\$15.40	\$0.00	\$61.05
	12/01/2018	\$38.90	\$7.70	\$15.40	\$0.00	\$62.00
	06/01/2019	\$39.90	\$7.70	\$15.40	\$0.00	\$63.00
	12/01/2019	\$40.90	\$7.70	\$15.40	\$0.00	\$64.00
	06/01/2020	\$41.89	\$7.70	\$15.40	\$0.00	\$64.99
	12/01/2020	\$42.87	\$7.70	\$15.40	\$0.00	\$65.97
	06/01/2021	\$43.89	\$7.70	\$15.40	\$0.00	\$66.99
	12/01/2021	\$44.90	\$7.70	\$15.40	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.17	\$10.50	\$15.50	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2018	\$50.23	\$7.70	\$15.80	\$0.00	\$73.73
	12/01/2018	\$51.18	\$7.70	\$15.80	\$0.00	\$74.68
	06/01/2019	\$52.18	\$7.70	\$15.80	\$0.00	\$75.68
	12/01/2019	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2020	\$54.17	\$7.70	\$15.80	\$0.00	\$77.67
	12/01/2020	\$55.15	\$7.70	\$15.80	\$0.00	\$78.65
	06/01/2021	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2021	\$57.18	\$7.70	\$15.80	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2018	\$52.23	\$7.70	\$15.80	\$0.00	\$75.73
	12/01/2018	\$53.18	\$7.70	\$15.80	\$0.00	\$76.68
	06/01/2019	\$54.18	\$7.70	\$15.80	\$0.00	\$77.68
	12/01/2019	\$55.18	\$7.70	\$15.80	\$0.00	\$78.68
	06/01/2020	\$56.17	\$7.70	\$15.80	\$0.00	\$79.67
	12/01/2020	\$57.15	\$7.70	\$15.80	\$0.00	\$80.65
	06/01/2021	\$58.17	\$7.70	\$15.80	\$0.00	\$81.67
	12/01/2021	\$59.18	\$7.70	\$15.80	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2018	\$42.30	\$7.70	\$15.80	\$0.00	\$65.80
	12/01/2018	\$43.25	\$7.70	\$15.80	\$0.00	\$66.75
	06/01/2019	\$44.25	\$7.70	\$15.80	\$0.00	\$67.75
	12/01/2019	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2020	\$46.24	\$7.70	\$15.80	\$0.00	\$69.74
	12/01/2020	\$47.22	\$7.70	\$15.80	\$0.00	\$70.72
	06/01/2021	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2021	\$49.25	\$7.70	\$15.80	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2018	\$44.30	\$7.70	\$15.80	\$0.00	\$67.80
	12/01/2018	\$45.25	\$7.70	\$15.80	\$0.00	\$68.75
	06/01/2019	\$46.25	\$7.70	\$15.80	\$0.00	\$69.75
	12/01/2019	\$47.25	\$7.70	\$15.80	\$0.00	\$70.75
	06/01/2020	\$48.24	\$7.70	\$15.80	\$0.00	\$71.74
	12/01/2020	\$49.22	\$7.70	\$15.80	\$0.00	\$72.72
	06/01/2021	\$50.24	\$7.70	\$15.80	\$0.00	\$73.74
	12/01/2021	\$51.25	\$7.70	\$15.80	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	06/01/2018	\$38.25	\$7.70	\$15.20	\$0.00	\$61.15
	12/01/2018	\$39.20	\$7.70	\$15.20	\$0.00	\$62.10
	06/01/2019	\$40.20	\$7.70	\$15.20	\$0.00	\$63.10
	12/01/2019	\$41.20	\$7.70	\$15.20	\$0.00	\$64.10
	06/01/2020	\$42.19	\$7.70	\$15.20	\$0.00	\$65.09
	12/01/2020	\$43.17	\$7.70	\$15.20	\$0.00	\$66.07
	06/01/2021	\$44.19	\$7.70	\$15.20	\$0.00	\$67.09
	12/01/2021	\$45.20	\$7.70	\$15.20	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2017	\$46.63	\$10.50	\$15.50	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2018	\$54.69	\$11.57	\$15.76	\$0.00	\$82.02
	09/01/2018	\$56.19	\$11.57	\$15.76	\$0.00	\$83.52
	03/01/2019	\$57.69	\$11.57	\$15.76	\$0.00	\$85.02
	09/01/2019	\$59.19	\$11.57	\$15.76	\$0.00	\$86.52
	03/01/2020	\$60.69	\$11.57	\$15.76	\$0.00	\$88.02
	09/01/2020	\$62.19	\$11.57	\$15.76	\$0.00	\$89.52
	03/01/2021	\$63.69	\$11.57	\$15.76	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$27.14	\$7.75	\$1.81	\$0.00	\$36.70
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$38.45	\$7.75	\$9.53	\$0.00	\$55.73
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$31.66	\$7.75	\$9.44	\$0.00	\$48.85
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$38.45	\$7.75	\$13.61	\$0.00	\$59.81
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$33.92	\$7.75	\$10.21	\$0.00	\$51.88
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$24.88	\$7.75	\$1.75	\$0.00	\$34.38
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$20.35	\$7.75	\$1.61	\$0.00	\$29.71
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/03/2017	\$45.23	\$7.75	\$16.61	\$0.00	\$69.59

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/03/2017

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$27.14	\$7.75	\$3.31	\$0.00	\$38.20
2	65	\$29.40	\$7.75	\$3.38	\$0.00	\$40.53
3	70	\$31.66	\$7.75	\$3.45	\$0.00	\$42.86
4	75	\$33.92	\$7.75	\$5.02	\$0.00	\$46.69
5	80	\$36.18	\$7.75	\$5.09	\$0.00	\$49.02
6	85	\$38.45	\$7.75	\$5.15	\$0.00	\$51.35
7	90	\$40.71	\$7.75	\$7.22	\$0.00	\$55.68

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/05/2018	\$29.98	\$4.70	\$3.15	\$0.00	\$37.83
	02/04/2019	\$30.73	\$4.70	\$3.17	\$0.00	\$38.60
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	05/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/05/2018	\$28.22	\$4.70	\$3.10	\$0.00	\$36.02
	02/04/2019	\$28.93	\$4.70	\$3.14	\$0.00	\$36.77
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground.</p> <p>This classification does not apply to wholesale tree removal.</p>						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.</p>						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

****** Multiple ratios are listed in the comment field.

******* APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

******** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.